

Health and Safety Policy

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We will operate all work and business activities in a manner which ensures the physical and mental health and safety of employees, contractors, visitors, customers and any other persons affected by these activities.

We will comply with the legal health and safety obligations.

We will be pro-active in preventing injuries and ill-health, and continuously improve our Health and Safety systems and performance.

Organisation and Responsibilities

We regard health and safety matters as a mainstream management responsibility. Executives and line managers are directly responsible for health and safety matters in operations under their control. Management is accountable for Health and Safety performance against objectives.

All employees have a responsibility to take care of themselves and others whilst at work. We expect everyone to participate positively in the task of preserving workplace health and safety.

We will encourage our Suppliers to adhere to the same Health & Safety standards as we do.

Our Beliefs

- Good Health and Safety is Good Business.
- Safety is everybody's responsibility.
- Working safely is a condition of employment.
- All work-related injuries and work-related ill-health are preventable.

Our Aims

- No Accidents.
- No Repeat Injuries.
- No Harm to People.

Our Commitments

- We will abide with simple and non-negotiable standards.
- We will report transparently and thoroughly investigate any incident to learn, share, and avoid repeats.
- Risk assessments will be undertaken to identify hazards, prioritise any deficiencies and correct them in an appropriate way as well as to develop appropriate safe work procedures.
- Every business facility will follow the agreed Health and Safety plans, committing to reduce the frequency and severity of injuries, improve workstation ergonomics, prevent exposure to hazardous substances, and minimize the risk of occupational diseases.
- We will ensure awareness about Health and Safety issues and provide training for all new employees and contractors, and then at least annually, to ensure that they understand their responsibilities and are able to act accordingly.
- Every business facility will have an appointed Health and Safety Manager.

This policy has been approved by the Group Executive Committee and will be displayed and implemented at all facilities.

The Group Executive Committee

v 4.02, 07/2025



Patrick André
Chief Executive



Nitin Jain
President Advanced Refractories



Pascal Genest
President Flow Control



Manuel Delfino
President Foundry Technologies



Mark Collis
Chief Financial Officer



Henry Knowles
General Counsel & Company Secretary



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Chief Human Resources Officer

