

OCCUPATIONAL SAFETY & HEALTH AND ENVIRONMENT POLICY



SR Technics Group recognizes occupational safety & health and environmental protection as a strategic pillar of our organization. We are committed to managing occupational safety, health and environment (OSHE) matters as an integral part of our business. It is therefore our policy to assure the OSHE integrity of our processes and facilities at all times and we strive to continually improve in providing safer workplaces and reducing our environmental footprint. Absolute compliance to standards, relevant laws and binding obligations is mandatory.

OUR FUNDAMENTAL OSHE BELIEFS ARE:

- ▶ We do not compromise on occupational safety & health and environmental matters.
- ▶ With our products and services we offer a benefit to our customers; but never at the expense of occupational safety & health and the environment.
- ▶ We believe that if we are successful in managing and improving occupational safety, health and environmental matters, quality, delivery and cost will follow through the application of lean Continuous Improvement by all our employees.
- ▶ Through hazard identification and removal, all accidents are preventable and environmental impacts can be minimized.
- ▶ Occupational safety & health and environmental protection are everyone's responsibility. Through education and training everyone is enabled to fulfill the part expected of their role and function.

THE **CORE ELEMENTS** OF OUR APPROACH TO OCCUPATIONAL SAFETY & HEALTH AND ENVIRONMENTAL PROTECTION ARE:

› **Safe Systems of Work**

We examine the work performed at SR Technics systematically to identify potential hazards to the safety and health of our employees. To prevent accidents and health impacts or minimize the frequency and impact thereof we follow the risk control hierarchy (elimination, substitution, engineering / technical solution, administrative / organizational control, Personal Protective Equipment).

› **Stakeholder Involvement**

To address OSHE aspects that may be of concern and ensure that we initiate sustainable measures supported by those affected, we identify, involve and communicate with the relevant stakeholders.

› **Sustainable Resource Consumption**

We accept that our activities have an impact on the environment we operate and live in, beginning with the resources we need. We aim to reduce the amount of resources needed in our processes and strive to minimize emissions to the air, land or water through use of cleaner technologies and the safer use of chemicals.

› **Safe treatment of Waste**

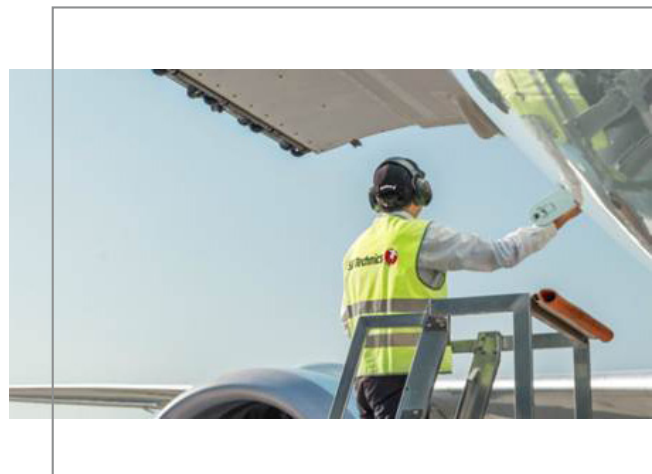
We aim to minimize the amount and toxicity of waste generated and will ensure the safe treatment and disposal of waste. We adopt the waste hierarchy of prevent, reuse, recycle, recover and dispose to minimize the impact of waste generated during all our activities.

› **Reporting and Problem Solving**

To mitigate the inherent risk and prevent reoccurrence, we investigate reported accidents, incidents and near misses as part of our safety culture.

› **Emergency Preparedness and Response**

We recognize the possibility of emergencies happening. We therefore have built up and maintain an emergency response organization.



A handwritten signature in black ink, appearing to read 'Frank Walschot'.

Frank Walschot

Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Jean-Marc Lenz'.

Jean-Marc Lenz

Chief Operating Officer