



Sofidel America Health & Safety Policy

- Our company is committed to ensuring a safe and healthful workplace.
- We believe that safety is good business and that all work-related injuries, illnesses, property losses are preventable.
- We will demonstrate to all stakeholders' continual improvement and proactive risk prevention by adhering to the standards required by The Occupational Safety and Health Act of 1970 (OSHA) and ISO45001:2018.
- **To fulfill this commitment, our Company will:**
 - Ensure that management accepts full responsibility for protecting staff, contract workers and visitors as far as is reasonably practicable.
 - Give health and safety considerations equal status with the Company's other business objectives and integrate them into all aspects of our work.
 - Stimulate joint consultation and participation both formally and informally through the Health and Safety Committee, recognized unions and the organizational structure.
 - Create a formal set of objectives and targets which will be communicated to all employees.
 - We will allocate time for effective communication. Communicate with emergency services and critical stakeholders. Communicate on health and safety matters with our workers. Demonstrate competence of Managers so that they have the skills to hold face to face discussions.
 - Ensure that high standards of hygiene and housekeeping are maintained.
 - Ensure that the Company meets all legal requirements and maintains and reviews the company risk assessments.
 - Encourage all employees, contract personnel, visitors and stakeholders to be individually responsible for identifying and eliminating hazards and preventing injury to themselves and others.
 - Provide personnel with sufficient supervision, information and training, resources and systems so that they can undertake their work safely.
 - Provide and maintain properly engineered facilities, plants and equipment.
 - Actively monitor, audit and review to improve systems, processes, and health and safety performance.
 - As a minimum, ensure regulatory compliance at all times.
 - Hold contractors and third parties accountable for adhering to the Company's health and safety policy and audit contractor systems and procedures to ensure satisfactory health and safety performance.
 - Look after the Health and Welfare of all employees through our Occupational Health teams and demonstrate a commitment of continual improvement of our welfare facilities and the wellbeing of our employees.
 - Organize and train emergency response procedures
 - Develop, implement and manage a system of accountability for health and safety roles and responsibilities at all levels of the company. Inform employees and contractors of this policy.
 - We firmly believe responsibility for application of this policy rests with management, employees and Contractors associated with our Company.

Signed:

A handwritten signature in black ink, appearing to read "Marcello Marzano".

Printed:

MARCELLO MARZANO

Date:

9-3-2024