



# SAFETY, HEALTH AND ENVIRONMENT (SHE) POLICY

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## 1. POLICY STATEMENT

All subsidiaries of Metair Investments Limited (“the company, Metair or the group”) aim to provide and maintain a safe and healthy workplace for all of their employees, contractors, visitors and users or consumers of Metair products. The Metair group implements measures to minimize the impact of our activities, products and services on the environment and communities. In line with Metair’s principle to be the best custodian in everything that we do, we are committed to managing our business in an ethical way and ensuring that we strike a balance between economic, environmental and social considerations.

All Metair subsidiaries have their own detailed policies which adhere to all the principles outlined in this general group policy. Compliance with SHE laws is one of the pillars of the Metair group of companies’ Code of Ethics and is integrated into all of our operating practices. All our subsidiaries have detailed policy manuals and they are accredited by ISO14001 and/or OHSAS 18001.

## 2. GENERAL PRINCIPLES

- To prioritise the health and safety of our workers, contractors, visitors and users or consumers of Metair products.
- Safety, health and protection of the environment will form an integral part of our planning and decision making. Sustained implementation of the SHE performance standards.
- Effective management within the Metair group of companies to minimise their impact on the environment and human health and safety.
- By adopting a principle of continuous improvement, in all the Metair group of companies, by designing, implementing, maintaining and continuously updating the EHS management system in each company.
- Compliance with all applicable SHE laws and regulations relating to any of our companies.
- We engage with all relevant stakeholders regarding safety, health and environmental issues and performance.

## 3. ENVIRONMENTAL PRINCIPLES

- Wholly support and comply with or exceed the requirements of current environmental legislation and codes of practice.
- Where applicable, we will incorporate considerations of the environmental impact of our products into the product design process.
- We will develop programs to encourage the conservation of natural resources through the use of reclamation, recycling and other appropriate methods.
- We will prevent pollution at the source wherever and whenever possible through applying principles of continuous improvement in respect of air, water, noise and light pollution, and reduce any impacts from our operations on the environment and local community.
- Minimise energy and water usage in our buildings, vehicles and processes in order to conserve supplies, and minimise our consumption of natural resources, especially where they are non-renewable.
- Operate and maintain company vehicles (where appropriate) with due regard to environmental issues as far as reasonably practical and encourage the use of alternative means of transport and car sharing as appropriate.
- As far as possible purchase products and services that do the least damage to the environment and encourage others to do the same.
- Assess the environmental impact of any new processes or products we intend to introduce in advance.
- We will conduct training programs to promote the environmental principles adopted within our policies.

## 4. HEALTH AND SAFETY PRINCIPLES

- All employees, contractors and visitors are responsible for ensuring a safe and healthy workplace and are responsible for adhering to all safety policies and procedures.
- The health and safety of our employees and of our work environment is integral to the success of the Metair group of companies.
- We will provide protective measures to employees, contractors and visitors to ensure adherence of the principles of our safety and health policies.
- We will nominate safety and health representatives in all of the Metair group of companies.
- As all accidents are preventable, our policies and procedures will include periodic inspections, continuous improvement activities and root cause analysis/corrective actions in the case of any incidents.
- We will ensure that any incidents (OHS Act) and any claim for compensation (COID Act) are registered and reported in compliance with government regulations.
- We will ensure the voice of every employee is heard with regards to safety and health concerns/suggestions and we will encourage open discussions around continuous improvement activities.
- We will incorporate safety and health principles into our daily routine at all levels.
- We will operate and maintain equipment, facilities and processes in a way that achieves a safe working environment.
- We will conduct training programs to promote the health and safety principles adopted within our policies.

## 5. GUIDELINES FOR HEALTH AND SAFETY REPRESENTATIVES

- Conduct audits to ensure the effectiveness of health and safety measures.
- Identify potential dangers in the workplace and report them to the health and safety committee or the employer.
- Investigate incidents, or complaints from workers regarding health and safety matters, and report on them in writing with the employer.
- Make representations regarding the safety of the workplace to the employer or the health and safety committee or, where the representations are unsuccessful, to an inspector.
- Representatives must attend health and safety committee meetings.
  - Health and safety committee only deal with health and safety matters at the workplace or sections thereof for which such committees have been established.
  - A committee must make recommendations to the employer about the health and safety of workers. Where these recommendations do not lead to solving the matter, the committee may make recommendations to an inspector.
  - A committee must discuss any incident that leads to the injury, illness, or death of any worker and may report about it in writing to the inspector.
  - A committee must keep record of every recommendation to the employer and every report to an inspector.

I, the undersigned, am totally committed to this policy and the principles contained in it, and will ensure that it is constantly and effectively implemented and maintained by all subsidiaries.

## **6. APPROVAL**

Amended and approved by the board 26 September 2018

Amended and approved by the Social and Ethics committee 17 March 2020

Amended and approved by the board on 29 September 2020

Reviewed and approved by the Board on 29 September 2021

Reviewed and approved by the Social and Ethics Committee on 18 May 2022

Reviewed and approved by the Board on 9 November 2022

Reviewed and approved by the Social and Ethics Committee on 18 May 2023

Reviewed and approved by the Board on 5 October 2023