

## HEALTH AND SAFETY POLICY

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Fujichem Sonneborn (FCS) is committed to ensuring the health and safety of its employees, contractors and visitors. We understand that effective safety management will help to improve the efficiency and profitability of our operations.

Our approach to injury and ill health is based on the provision of appropriate Occupational Health and Safety advice and the systematic identification, analysis, investigation and control of risk. This approach is dynamic and responds to changes in both the business and in legislation. We are committed to establishing and maintaining effective safety management systems at all operating sites and to ensuring the competence of individuals through the provision of training. This will contribute to business performance by reducing injuries and ill health and reducing unnecessary losses and liability. Systems are in place to prevent, avoid, detect and respond to potential threats to the health and safety of personnel.

In particular FCS is committed to:

- Providing a safe working environment and ensuring that as a minimum local laws relating to health and safety in the workplace are adhered to.
- Providing and maintaining safe plant, equipment and systems of work.
- Developing health and safety management systems and implementing these consistently at all locations with procedures which meet or exceed the relevant legislation and regulations.
- Engaging and involving all our employees in the management of health and safety
- Investigating and reporting all incidents, accidents or occupational ill health. Investigations will include actions to remedy and prevent recurrence and monitor those actions for completion and effectiveness.
- Continuously improving health and safety performance, communicating and implementing health and safety improvement plans at all levels.
- Providing adequate resource for the management of health and safety, including external resources when required.
- Providing appropriate information, training, instruction and supervision to enable people to work in a safe manner minimising risks to health.

### RESPONSIBILITIES

The Chief Executive Officer is accountable for ensuring that FCS operates in accordance with this policy. Maintaining day-to-day health and safety at work is the responsibility of individual managers and employees.

It is the responsibility of every employee to

- Take reasonable care for the health and safety of themselves and any others who may be affected by their acts or omission.
- Co-operate with line managers on health and safety matters and to report any health and safety concerns.
- Take care not to recklessly interfere with or misuse anything provided in the interest of health, safety and welfare.
- Use machinery equipment, substances or other safety devices in accordance with training and instructions.
- Report accidents and near miss incidents to management.
- Participate in, and implement, health and safety training.

A copy of this statement will be issued to all employees. It will be reviewed from time to time.

Signed:



Date: 02.03.2021

Hiroya Dejima, Chief Executive Officer