

## HSE Policy

This Health, Safety and Environmental (HSE) policy applies to, and governs, the conduct of all employees, officers and directors of Elementis.

At Elementis, we are a community of people who share the common goals of keeping ourselves and our colleagues safe and healthy, and minimizing our impact on the environment. Nothing is more important than ensuring our employees and contractors return home from work each day to their loved ones in the same or better condition as when they came to work. Elementis is committed to full compliance with the regulations of the countries in which it operates, and to protecting the environment and the communities we are present in. Our goal is to deliver excellence in HSE performance through continual investment in our people, management systems and our facilities.

To sustain HSE excellence, Elementis will ensure that:

- Employees comply with or exceed all applicable laws, rules and regulations when performing their duties. Each of us is personally responsible for supporting our core values, which require compliance with the law as well as ethical conduct. Routine audits will be conducted to determine compliance with this policy, applicable HSE regulations and internal standards.
- Elementis drives continuous improvement. We strive to nurture a culture where safety is internalized as a core part of the identity of our organization, and HSE excellence is achieved and sustained through a fully motivated, engaged and competent workforce.
- Our employees are empowered with stop work authority. This authorizes each employee or contractor at any level of the organization to halt a job or task when there is a perceived unsafe condition or behavior which may pose a danger to people, equipment or the environment, and to mitigate the risk.
- We embed sustainability and corporate responsibility considerations into all our business decisions to maximize resource conservation, reduce emissions and carbon utilization, and minimize our environmental impacts where we operate.
- We hold our leadership accountable for the success of our HSE policies and programs and provide the necessary resources to support our HSE goals and obligations.

Our TogetherSAFE pledge embodies the conduct expected and required of all employees. TogetherSAFE is an extension of our core value of safety and guides our behaviors at home and at work; it follows our products into the marketplace and protects our facilities, our environment and our communities. Together, We WILL:

- Be safe every day, at work, at home and on the road.
- Take the time to learn and practice safety skills and systems.
- Speak up when we see something or someone unsafe, no matter what.
- Make safety a regular part of our daily discussions, plans and tasks.
- Encourage everyone at every level to help improve safety.
- Celebrate and nurture our safety culture globally and locally.

The Board and Executive Leadership Team of Elementis are committed to this policy and will continually monitor performance to ensure its implementation.



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Chief Executive Officer

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25 April 2022

Date