

HSE Policy

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

Elementis commits to protect the health and safety of our employees, contractors and visitors at all of our sites and facilities. We will also protect the environment and the communities in which we operate. Our goal is to maintain a world class Health, Safety, and Environmental (HSE) program that delivers excellence in HSE performance and drives continuous improvement.

To sustain HSE excellence, Elementis will:

- Comply with, or exceed, all applicable HSE laws and regulations.
- Properly train all employees and contractors to understand their roles and responsibilities under our HSE programs to ensure compliance with our safe work procedures and to provide a non-retaliatory and secure means to report HSE incidents.
- Implement annual improvement plans, along with key performance indicators, and leverage our HSE Management Systems to ensure that injury prevention, pollution prevention, and product stewardship are incorporated into all aspects of our business.
- Conduct regular audits to determine compliance with this policy and applicable HSE laws and regulations.
- Hold our leadership accountable for the success of our HSE programs and provide the necessary resources to achieve HSE excellence.
- Consult with, and involve, our employees in the development and implementation of our HSE programs and initiatives.
- Embed sustainability and corporate social responsibility considerations into all our business decisions to drive towards maximizing resource conservation, reducing emissions, reducing carbon utilization, and minimizing our environmental impacts where we operate.
- Openly communicate with employees, customers, regulatory agencies, our communities and other stakeholders on key HSE issues.

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



Chief Executive Officer

June 2019

Date