

## Health, Safety & Environment Policy

The KGS Group is committed to ensure a safe and healthful workplace for everyone, working for the continuous protection and sustainability of the environment. We believe that safety of people and environment protection is good business and that all work-related injuries, illnesses, property losses and adverse environmental impacts are preventable.

Protection of each other and of the environment is part of KGS Group corporate values and business strategy. All personnel is actively involved in our commitment to health, safety and environmental responsibility. KGS Group is striving continuously and is committed to use the most modern, sustainable and state of the art production technologies with the lowest impact on the environment and the most efficient use of natural resources. In cooperation with local governments and external partners, we work constantly to reduce our Ecological Footprint.

Within KGS Group each company needs to comply with the applicable health, safety and environmental national and international laws and regulations, as this is the base foundation requirement. One of our main goals is to create a safe and pleasant work environment for our personnel and contractors.

To fulfil the commitments state above, we vouch to:

- Promote a culture of health, safety, environmental protection and integrated management, promoting appropriate risk perception and transparency.
- Give health, safety and environmental considerations equal status within the Group business objectives, and integrate them into all aspects of our work, ensuring proactive risk management throughout the activity cycle.
- Work actively to continuously improve health, safety and environmental performance, establishing objectives and goals for improvement, systematically taking into account the requirements of stakeholders, continuously assessing performance, applying the necessary corrections to achieve the proposed goals, and establishing verification, auditing, and control processes to ensure that objectives are met.
- Only start work after confirming that essential health, safety and environmental protection systems are in place, and willingly suspend activities if safety, health or the protection of the environment would be compromised.
- Encourage supervisors and workers (employees and contractors) to be individually responsible for identifying and eliminating hazards, preventing injury to themselves and others, and preventing adverse environmental impacts.
- Provide personnel with sufficient training, resources and systems.
- Provide and maintain properly engineered facilities, plants and equipment.

- Minimize waste generation, air emissions and other discharges from our activities to the environment.
- Hold contractors and third parties accountable for adhering to KGS Group health, safety and environmental policy and audit contractor systems and procedures to ensure satisfactory health, safety and environmental performance.
- Hold supervisors accountable for ensuring and promoting risk management and a safe and healthful workplace and the protection of the environment within their areas of responsibility by ensuring that workers are knowledgeable and have access to:
  - publications of the latest applicable laws and regulations.
  - health, safety and environment rules and safe work standards.
  - operating and critical task procedures.
  - emergency response procedures.
  - environmental protection requirements.
- Hold workers at all levels accountable for being fit for work at the beginning and throughout their shifts and when on call.
- Develop, implement and manage a system of accountability for health, safety and environment roles and responsibilities at all levels of the company.
- Inform employees and contractors of this policy and make it available at all Company worksites.

We firmly believe responsibility for application of this policy rests with Group Management, personnel and contractors associated with our Group.

**Approved by Group Management**

October 18<sup>th</sup>, 2022