

## Health Safety and Wellbeing Policy Statement

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Hydro International Ltd and subsidiary companies are recognised leaders in developing innovative solutions to water management challenges. We provide high value-added products and services to specialised markets worldwide.

The responsibility for health, safety and wellbeing is owned by every person, in every area of our business across the global Hydro organisation. We strive to prevent harm coming to any of our staff members or others affected by the work we do, and to actively promote a positive culture of safety, health and wellbeing.

Our Business Manual describes how our health and safety management system is designed, and in some operations in accordance with the requirements of ISO45001, to ensure that we meet our responsibilities and obligations. We are committed to continuous improvement in the effectiveness of our management system and provide safe and healthy working conditions appropriate to the purpose, size and context of the organisation

The policy underpins the strategic goals and objectives of the business which are set, reviewed and updated as the business develops. As such we will:

- Ensure compliance with all obligations, applicable health and safety legislation and other requirements in the communities and countries we operate in to prevent injury and ill health.
- Identify, measure and understand the health and safety performance of our business in terms of our products and service as well as our own operations and facilities and implement action plans to drive improvement. This includes non-conformance analysis to drive risk assessment, controls, preventative as well as corrective actions to reduce OH&S risks
- We commit to communicate and consult with our employees on matters affecting their health and safety.
- Enable and engage our employees at all levels to promote health and safety practices across our entire value chain from suppliers to partners through to customers.
- Define health and safety management responsibilities within the Hydro organisation structure, including establishing competency and resource requirements, relevant training and development needs.
- Ensure health, safety and wellbeing is integrated into business process for managing change as we drive the development of the business.
- Embed Hydro values into our business practices.

This policy applies to Hydro International Ltd and subsidiary companies worldwide and will be reviewed on an annual basis.

A handwritten signature in black ink, appearing to read "Paul Cleaver".

Paul Cleaver, Chief Executive

Policy date: March 2023, next review date March 2024

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