

## Group Safety and Health Policy

We care for the safety and wellbeing of our employees, contractors, customers and the people of the communities in which we operate. Safety & Health is at the core of our business.

We believe that all injuries, safety incidents and occupational illnesses are preventable. We aim to foster a culture of safety excellence where our workplace will be free of harm.

We are committed to:

- Provide adequate controls of the Safety & Health hazards arising from our work activities, including safe designs, proper work practices, people development and effective investigations and corrective actions for safety incidents
- Create favorable conditions so that employees, contractors and visitors take ownership of their responsibilities to identify and control the potential risks associated with their activities.
- Hire and manage contractors at the same level of expectations as our employees.
- Continuously improve by integrating Safety & Health performance as part of our business reviews, setting ambitious targets and proactively implementing preventive measures.
- Provide adequate resources to ensure compliance with this policy, legal requirements and derived rules, standards and controls.

We recognize that the contribution and a shared responsibility of everyone is essential for meeting our ambition towards ZERO harm:

- Senior management will ensure that the commitments of this policy are applied to all activities and will not accept Safety & Health being compromised for other priorities.
- Lhoist leaders, at all levels, are accountable for managing workplace Safety & Health with visible leadership and credibility. They are responsible to educate, involve and motivate employees, visitors and contractors to understand and comply with legal and internal requirements derived from this policy, and to take disciplinary action when appropriate.
- Each employee and contractor is expected to: act in accordance with this policy, learn and perform safe practices for every job task, look out for their own safety and the safety of co-workers, and speak up when detecting any unsafe condition or opportunity for improvement.



**Marcos França**  
CEO Lhoist Group



**Geoffroy de Myttenaere**  
Chief Financial Officer



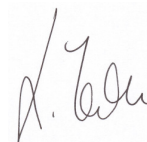
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CEO Europe



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