



Safety, Health & Environment Policy Statement

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1.0 OUR OBJECTIVES

1.1 Safety is core to what we do and why we do it, this is why our purpose is Making Tomorrow Safer Than Today. As an organization, we are committed to providing our colleagues, clients and visitors with a workplace free from hazards and potential harm. Together, we strive for a Zero Harm culture.
Environmental, Social and Governance (ESG) responsibility is also integral to how we work. We pledge to prevent pollution, minimize resource use and waste generation. We measure ourselves against key targets, including a reduction on our emissions in line with 1.5 °C by 2026 and achieving net zero by 2035.

2.0 OUR RESPONSIBILITY

2.1 As Element colleagues, we take accountability for our own health and safety, and that of others.
2.2 Element complies with all relevant safety, health and environmental (SHE) regulations, legal obligations, Element standards, client and other requirements.

3.0 OUR COMMITMENTS

- 3.1 Provide leadership and the right resources to support the SHE program.
- Identify significant hazards and environmental aspects, minimize risks and reduce impacts.
 - Equip colleagues with clear instructions, information, supervision and training so they can complete their work safely.
 - Establish effective communication channels and encourage colleagues, clients and other interested parties to report concerns without fear of reprisal.
 - Prevent unplanned events and uncontrolled emissions.
 - Develop, implement and practice emergency response plans.
 - Consider risks to safety, health and environmental impacts, carbon reduction and the advancement of ESG opportunities in all activities.
 - Scrutinize the need for business travel and adopt alternative technology to reduce emissions.
- 3.2 Involve colleagues in SHE decisions through participation and consultation.
- Ensure SHE management system roles, responsibilities and accountabilities are clearly defined and communicated.
 - Ensure this policy is communicated, followed and maintained throughout Element.
 - Make this policy available to all interested parties.
 - Enforce disciplinary actions for SHE non-conformance when necessary.
- 3.3 Strive for continual improvement in SHE management and performance.
- Create a culture of respect and openness where SHE matters are discussed, and colleagues are engaged in decision making.
 - Establish SHE objectives, monitor and evaluate our performance, and identify further opportunities to improve.
 - Promote certification to international standards where appropriate.

4.0 SCOPE

4.1 Our commitments extend to all workplaces, colleagues, stakeholders, and neighbouring communities impacted by Element activities.

5.0 POLICY REVISION

5.1 We will review this and other policies and procedures, management systems, roles and responsibilities annually; or more if an incident or significant change occurs.

6.0 REFERENCE

6.1 Element colleagues can access all aforementioned documents via The Element Hub. Further information is available via: www.element.com.