Document No	MNG-OHSP
Publish Date	29.04.2024
Revision No	3
Revision Date	29.07.2026

OCCUPATIONAL HEALTH AND SAFETY POLICY

Purpose

At Arkem Chemicals B.V., as part of a leading and trusted organization in the chemical sector, we are committed to conducting all our activities in a manner that protects the health, safety and wellbeing of our employees, contractors, visitors, customers and the communities in which we operate. We recognize that effective occupational health and safety (OHS) management is fundamental to our business success, operational excellence and sustainable growth.

This Policy is based on the principles of the Universal Declaration of Human Rights, the United Nations (UN) Global Compact, the Fundamental Conventions of the International Labour Organization (ILO), applicable national legislation, and internationally recognized occupational health and safety management principles.

In line with our corporate values, sustainability objectives, information security principles and commitment to business continuity, Arkem Chemicals B.V. is committed to:

- Comply with all applicable occupational health and safety legislation, regulations, recognized codes of practice and other relevant requirements.
- Provide and maintain a safe and healthy working environment by identifying hazards, assessing risks and implementing appropriate preventive and protective measures
- Eliminate hazards and reduce occupational health and safety risks, as far as reasonably practicable, through effective planning, engineering controls, safe work practices and the provision of suitable personal protective equipment.
- Promote the physical health, psychological wellbeing and mental health of employees, including the prevention of work-related stress, harassment and other psychosocial risks.
- Consult and actively involve employees and their representatives in occupational health and safety matters, encouraging participation in hazard identification, risk assessment and continuous improvement initiatives.
- Foster constructive relationships with employee representatives through open communication and effective social dialogue.
- Protect the health and safety of contractors, visitors, suppliers, customers and local communities that may be affected by our operations.
- Cooperate with customers, suppliers, contractors, regulatory authorities and other relevant stakeholders to promote high occupational health and safety standards throughout our value chain.

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- Maintain effective communication processes to understand and respond to the occupational health and safety needs and expectations of employees and other interested parties.
- Establish, monitor and periodically review measurable occupational health and safety objectives and performance indicators to support continual improvement.
- Investigate occupational incidents, near misses, unsafe conditions and work-related illnesses to identify root causes, implement corrective actions and prevent recurrence.
- Develop, maintain and regularly test emergency preparedness and response plans to minimize the consequences of potential emergencies.
- Provide appropriate occupational health and safety training, information and resources to ensure employees and other relevant persons are competent to perform their work safely.
- Foster a culture in which safe and healthy working practices are embedded throughout the organization through visible leadership, accountability and continuous learning.
- Continually improve the effectiveness of our Occupational Health and Safety Management System and its performance.

Roles and Responsibilities

The Managing Director is responsible for ensuring the implementation, communication and monitoring of this Policy and for providing the leadership and resources necessary to achieve its objectives.

All employees, contractors and other persons working on behalf of Arkem Chemicals B.V. are expected to comply with this Policy, applicable occupational health and safety procedures, and all relevant legal and company requirements.

Policy Review

This Policy shall be reviewed by the Managing Director at least annually, or whenever significant organizational, operational or legal changes occur, to ensure its continued suitability, adequacy and effectiveness. Any required revisions shall be submitted to the Chief Executive Officer (CEO) for approval prior to implementation.

Once approved, this Policy shall be published on the Company's website and internal network (OneDrive) and made available to employees and other relevant stakeholders.

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Related Documents

The quantitative objectives supporting this Policy are established by the Managing Director and are detailed in the Corporate Strategic Sustainability Targets (https://arkem.eu/strategic-sustainability-goals) document, which forms an integral part of Arkem Chemicals B.V.'s management system.

Contact

Questions, suggestions or reports relating to occupational health and safety may be submitted to the Sustainability Committee via sustainability@arkem.com.

Prepared by	Checked by	Approved by
OM/ JB	**FM**/ HD	**MD**/ BK