

# Flint Group

# HSE Policy

Our core values ensure we are committed to reducing our impact on the environment & providing a healthy and safe work environment for all of our employees, visitors & contractors through application of this policy. The Policy applies to all operations/locations within the Group.

## Guiding Principles:

- Flint Group is committed to providing high quality products and services in a manner that ensures safe and healthy workplace for our employees and minimises the impact on the surrounding by preventing pollution and protecting biodiversity.
- Flint Group is committed to adhere to applicable local laws & regulations relating to occupational health & safety & environmental management everywhere we do business. We will ensure this by a commitment to maintaining an active legal compliance programme across all of our operating facilities.
- In addition we believe that;
  - Our Health, Safety & Environmental performance is integral to operational excellence and has a positive impact on our employees, our stakeholders, and the communities in which we operate.
  - Occupational injuries & illnesses and environmental incidents are preventable. Each reportable incident creates an opportunity to learn lessons & strengthen our management systems.
  - Leadership plays a key role in building capability, implementing systems, and establishing the culture that manages health & safety like any other key business result.
  - Safety is everyone's responsibility. Each of us owns health & safety and is responsible for ensuring the safety of our peers, ourselves, site visitors and members of the public with which we interact during our duties at Flint Group.
  - Safe behaviour is a fundamental job requirement because the work must be done safely or not at all.

## Health, Safety & Environmental Management Governance

Flint Group define the policies, standards and requirements which form the health, safety and environmental management system which are based on internationally recognised ISO systems and applicable to all employees, visitors & contractors. It is a requirement for all facilities to implement the Flint Group Health, Safety & Environmental management system that ensures the provision of resources to achieve the organization's safety objectives, together with the fostering of continual improvement in health & safety performance.

To guide us in working to achieve a safe and healthy working environment, the Flint Group Management System also defines a rigorous set of operational controls to manage known risks. These controls generally align with top global requirements and consensus standards. They include the following, keeping in mind that the required scope and details of each element below should be consistent with the risks and circumstances of individual operations:

## Risk Assessment and Management

- To periodically Identify, evaluate and manage Health, Safety & Environmental risks through application of control measures following the appropriate hierarchy of controls.
- Use regular, periodic, and objective assessments to ensure compliance with the company and applicable legal requirements.
- Ensure our mandatory Life Saving Rules are followed by all employees, visitors & contractors to prevent high consequence incidents.

## Process Safety

- Regular review of plant protection plans and performance of safety inspections and safety-related measures
- Global programmes to improve process safety management of hazardous materials and processes and to reduce process safety incidents

## Leadership Commitment

Establish visible leadership commitment to Health, Safety & Environmental performance and continuous improvement through:

- Integration of health & safety into business plans, results, performance reviews and other business routines.
- Regular and visible leadership involvement in Health, Safety & Environmental communication and improvement activities, including annual updates of the organization's Health, Safety & Environmental performance goals and objectives.
- Provision of resource required to meet the policy & management system requirements.

## Engaged & Capable Employees

- Provide clearly defined roles and responsibilities, training, communication systems and participation opportunities to promote effective engagement from employees at all levels.

## Objectives and Performance Tracking

- Establish and track the organization's health & safety performance goals and objectives.
- Regularly report on our ESG priorities and progress through annual reporting such as our Business & Environmental, Governance and Social Report, including metrics assurance conducted by recognised, credible third-party certification organisations.



**Pepyn Dinandt**  
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Flint Group  
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