



# Aliaxis Group Policy No 6 Health, Safety, and Environmental Sustainability

April 2025

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# Introduction



**Prepared by:**

Global Head of Health & Safety  
VP of Sustainability

**Reviewed by:**

Group CLO & Executive Committee

**Approved by:**

Group Managing Director

**Revision number:**

4

**Date:**

April 2025

**RESPONSIBILITY FOR REVIEW**

Group CLO, Group COO

**RESPONSIBILITY FOR APPROVAL**

Group Managing Director

**APPLICATION**

This policy applies worldwide to all businesses in which the Group has a majority interest.

Aliaxis HQ and/or any Aliaxis affiliated companies are individually referred to as a "Company" in this document. All Companies are collectively referred to as the "Group".

Each Company is responsible for the implementation of this Policy in compliance with applicable local laws and within the framework of its corporate legal independence.

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# 1

## Scope & Purpose

### 1.1 Scope

This policy applies worldwide to all Group companies. Responsibility for implementation lies with our **Regional Business Leaders** and with our **Site Leaders**.

The Policy should be applied in conjunction with **ISO 45001**, **ISO 14001** and our **Global Health, Safety and Environment Standards**, available on the Group intranet.

### 1.2 Purpose

The purpose of this policy is to define our ambition & objectives for Health, Safety and Environmental Sustainability (hereinafter HSE), and to set out our approach for achieving them.

# 2

## General Principles

### 2.1 Go for Zero Principles

Our approach to HSE is founded on the following general principles, in alignment with the relevant principles of the UN Global Compact:

- **Legal compliance** is a minimum;
- Operating responsibly is the only way to be **financially successful** in the longer term;
- Providing for the needs of the present must not prevent **future generations** from meeting theirs;
- HSE is a **line management responsibility**, and HSE results are an indicator of leadership;
- Excellence in HSE requires a **proactive and collaborative** approach;
- Robust management of risks & impacts requires a **management system** approach; applying the most reliable technologies feasible;
- Organisations can positively impact HSE beyond their own operations, up and down their **value chain**;
- In the face of uncertainty, it is sensible to **proceed with caution** to avoid harm to the environment and human health;
- One incident is one too many - **we are going for zero harm**.

# 3 Organisation & Implementation

## 3.1 Organisation

### Everyone

All employees – regardless of position - are responsible for taking care of themselves, others potentially impacted by their work, and the environment. In particular, they should:

- Learn & apply relevant HSE standards;
- Identify & eliminate HSE risks & impacts;
- Plan their work to be safe & easy;
- Share HSE information and learnings with others;
- Develop their own HSE knowledge & skills.

### Team Leaders

Team Leaders are responsible for ensuring that work done by their team is carried out in a way that minimises HSE risks & impacts. In particular, they should:

- Promote continuous improvement in HSE;
- Ensure capability & accountability for HSE within their team;
- Develop & empower the team (to identify & manage HSE risks);
- Analyse HSE incidents for learning;
- Be a role model (in relation to HSE-related behaviours).

### Department Leaders

Department Leaders are responsible for ensuring effective implementation of the local HSE management system. In particular, they should:

- Coordinate HSE risk & impact assessments;
- Develop & execute HSE improvement plans
- Monitor HSE compliance & performance;
- Celebrate HSE successes.

### Senior Leaders

Regional Business Leaders and Site Leaders have overall accountability for HSE in their businesses and sites and are responsible for ensuring that an effective HSE management system is in place and in use. In particular, they should:

- Explain the value and define the vision for HSE;
- Prioritise risks, impacts & opportunities and develop an HSE strategy;
- Integrate HSE into business processes;
- Allocate responsibilities & resources for HSE.

Aliaxis employees with supervisory or managerial responsibilities will fall into more than one of the groups above. In such cases, all the relevant responsibilities are applicable.

# 3 Organisation & Implementation

## 3.1 Organisation (continued)

### HSE Leaders

The Group maintains Global HSE & Sustainability communities, whose roles are to **inspire & empower excellence in their respective areas**. They assist the Group and its Companies to manage HSE & Sustainability through the provision of expertise, training and coaching. They operate as global functions and facilitate sharing of information between different Companies.

The HSE function and the Sustainability function are led by the respective **Global Head of HSE** and **Global Head of Sustainability** whose main responsibilities are to:

- Monitor & analyse the HSE risk & opportunities profile and performance of the Group, and advise senior leaders on HSE strategy and its implementation;
- Develop an HSE management system, with standards, guidance, tools, training, etc;
- Ensure effective communication on HSE, both within the Group and with external stakeholders;
- Continually enhance the capabilities of both communities.

## 3.2 Implementation

**Operational management systems** implemented at regional and site level should be consistent with the requirements of ISO 45001 and ISO 14001 and ensure compliance with the Aliaxis Global HSE Standards. They should be based on a Plan-Do-Check-Act cycle that includes a 3-year plan and appropriate feedback mechanisms, including:

- Leading & lagging HSE metrics;
- Local internal HSE audits, including legal compliance
- Analysis of HSE incidents.

**Governance** for HSE should be integrated into regional businesses and Group governance processes. Group & Regional Leadership Teams should meet regularly to:

- Agree policies, strategies and plans;
- Assign responsibilities and allocate resources;
- Monitor compliance, performance and remove barriers;
- Conduct an annual HSE Management Review.

Regional businesses are expected to share information across the Group on successes as well as incidents, to help others learn and accelerate their improvement journey. Good performance should be recognised and celebrated at each level in the Group.

# 4

## Updates, References and Definitions

### 4.1 Updates

This document updates the one of 2021. The key changes in content are summarised below:

#### Health, Safety

- Alignment with UN Global Compact principles for Health & Safety

#### Environmental

- Alignment with UN Global Compact principles for Environment
- Alignment with Science Based Target initiative (SBTi).

#### Organization

- Addition of signature of Group Managing Director instead of CEO;
- Language to reflect organization of and HSE and Sustainability community.

### 4.2 References

Aliaxis Purpose, Mission and Values

Aliaxis Global HSE Standards

UN Global Compact Principles

Science Based Targets initiative (SBTi)

ISO 45001: 2018 Occupational health and safety management systems - Requirements with guidance for use

ISO 14001:2015 Environmental management systems - Requirements with guidance for use

### 4.3 Key Definitions

<b>Team Leader</b>	A person with supervisory responsibilities who has other workers reporting to them.
<b>Department Leader</b>	A person responsible for the activities of a department or function (at a single location, or across multiple locations).
<b>Senior Leader</b>	A person involved in the direction & controlling of an Aliaxis site or regional business, or of the Aliaxis Group.
<b>Feasible</b>	A risk control measure is considered feasible if: <ul style="list-style-type: none"><li>• It involves application of an available technology; <u>and</u></li><li>• The risk reduction that will be achieved is proportionate to the resources required to implement it.</li></ul>

# Annex A: Our Commitments to Health & Safety

## We are...

Committed to promoting the physical & mental wellbeing of our workforce and to preventing work-related injury & ill health. This commitment extends not only to our employees, but also to contractors, visitors and other people impacted by our activities.

## We will...

- Comply with relevant legal requirements;
- Manage health & safety risks by applying the most reliable controls feasible;
- Empower employees (and their representatives) to participate in health & safety management;
- Help our employees to lead safer & healthier lives;
- Communicate our approach & performance to our stakeholders.

## We will achieve this by...

- Prioritising our efforts based on risk assessments of our entire range of business activities;
- Establishing joint health & safety committees at each location, and Integrating health & safety into decision making (including workplace design);
- Fostering a proactive culture of continuous improvement;
- Analysing incidents to understand the causes and prevent recurrence;
- Providing targeted health interventions, focused on key population risk factors, and helping individual employees to manage work-relevant health issues.

## To enable these efforts, we will...

- Put in place – and continually improve – an operational management system, consistent with ISO 45001, including Global HSE Standards based on industry best practice;
- Develop the capabilities of our employees, and ensure accountability for behaviour;
- Maintain a network of health & safety leaders to support application of this policy.



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Thierry Vanlancker  
MD, Aliaxis

# Annex B:

## Our Commitments to Environmental Sustainability

### We are...

Committed to be a partner in Sustainability, driving value for our customers, suppliers and shareholders; Committed to contribute to global decarbonisation and circular economy by developing sustainable products, reducing our environmental impact, fostering responsible practices across our operations.

### We will...

- Comply with relevant legal requirements;
- Design & operate our value chain to minimize greenhouse gas emissions in line with Science Based Targets, releases, pollution and natural resource depletion;
- Promote renewable resources and encourage reuse & recycling of plastics to keep them in the economy and out of the environment;
- Communicate & consult with customers and other stakeholders on our approach & performance.

### We will achieve this by...

- Prioritising our efforts based on life cycle assessments of our entire value chain;
- Integrating environmental considerations into decision making (including resource procurement, and product & manufacturing process design);
- Fostering a proactive culture of continuous improvement; applying the most reliable controls feasible
- Avoiding, minimising and managing solid, liquid & gaseous wastes to prevent environmental harm;
- Analysing incidents to understand the causes and acting to prevent recurrence.

### To enable these efforts, we will...

- Put in place – and continually improve – an operational management system, consistent with ISO 14001, including Global HSE Standards based on industry best practice;
- Create awareness and capabilities of our employees, and ensure accountability for behaviour;
- Maintain a network of environmental & sustainability leaders at different levels in the organization to support application of this policy.



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Thierry Vanlancker  
MD, Aliaxis

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