

Date of Approval:	16 January 2023
Approved by:	Chief Executive Officer
Policy Owner:	Group Director, Environment, Health, Safety & Sustainability
Next review date:	January 2025
Version No.	2023 V1

EHSS Policy

Purpose

- To state our commitment to the health and safety of our employees, contractors, and visitors across all Morgan companies worldwide. This policy also includes our commitment to the protection of the environment in the communities where we operate, work and live.

Responsibilities

- The Chief Executive Officer has overall accountability for corporate responsibility matters, EHSS policy, strategic direction and performance monitoring.
- The GBU Presidents and the operational management have responsibility for EHSS performance, EHSS reporting and for implementing this policy and ensuring compliance.
- The General/Site Manager of each operation has operational responsibility for EHSS.
- Employees at all levels are responsible for exhibiting behaviours that align with our thinkSAFE commitments and for implementing EHSS rules and guidance, avoiding and reporting potential and actual hazards and identifying opportunities for improvement.

Policy Statements

- Promote a culture of zero harm for our employees, contractors, visitors and the environment by conducting our operations responsibly to minimise the impact on human health, to prevent pollution, reduce hazards and achieve year-on-year improvement in our EHSS metrics.
- Consider health, safety and environmental impacts of applicable business actions to ensure sustainable business development.
- Improve our safety culture by implementing the thinkSAFE program and ensure competence in EHSS matters through training and education at all levels of the organisation.
- Proactively eliminate and control health risks within the workplace to prevent employees being made ill, or their health condition made worse by their work.
- Establish minimum safety standards for all MAM assets and activities which and where appropriate exceed national legislation wherever we operate in the world.
- Improve environmental awareness, by utilising tools and guidance in the thinkGREEN program to control and minimise environmental impacts and protect and conserve biodiversity of historic, current and future operations.
- Minimise energy and water use at our operations to reduce our carbon footprint and our dependence on natural resources of our everyday business activities.

- Reduce air emissions and deliver year on year improvement.
- Minimize waste generation at our operations by building on our lean manufacturing methods and implementing 3R concepts (reduce, reuse, recycle).
- Aim for zero significant pollution incidents.
- Set annual objectives and targets for the continuous improvement of EHSS performance and monitor and report monthly progress internally, and externally as appropriate. Targets align to achieve our 2030 EHSS goals.
- Conduct periodic reviews of the Group's EHSS management systems.
- Supply products that, when used in compliance with product safety communications and common safety practices, will not present an unacceptable risk to human health and safety.
- Continually gain insights on the positive and/or negative impacts of our products through life cycle analysis (LCA) and work with our supply chain to understand alternative materials as needed.
- Maintain communications with stakeholders on EHSS matters to ensure transparency and continually improve reporting to align with their needs and expectations.

Policy Implementation

- Morgan's commitment to this Policy is considered as fundamental to its business success and this Policy must be implemented by all Morgan operations worldwide. The Company has systems of audit, training, monitoring and accountability in place to reinforce the implementation of this Policy.
- This Policy applies to:
 - all Morgan Directors, Officers, and employees
 - all Morgan operations, including all legal entities and business units, and to Morgan joint ventures over which Morgan is able to exercise control over policies and procedures; and
 - any other person or entity to the extent that they act on behalf of Morgan in any way, including consultants, contractors, suppliers, agents, or intermediaries.

External/Internal Monitoring & Compliance

- Audits under the EHS programme
- Annual self-certification process
- Ethics Hotline
- All other applicable regulatory reporting

Exception/Non-Compliance Reporting

- The company considers non-compliance of this policy as a serious matter warranting disciplinary action, up to and including dismissal, to the extent permissible by law.
- Employees and others should report any actual or suspected exceptions or breaches of the Group's policies and ethical principles or serious inappropriate behaviour by using a local channel or by contacting:
 - Group Compliance via email, group.compliance@morganplc.com
 - Morgan Speak Up via email, speakup@morgan.integrityline.org
 - EQS website, <https://morgan.integrityline.org>, or
 - Phone (alternative local free-phone numbers by country are available at the following link: [Link](#))

Pete Raby
Chief Executive Officer
January 2023