



## **Vinmar Health, Safety and Environmental (HSE) Policy**

At Vinmar, safety, environmental stewardship, and responsible business practices are fundamental to how we operate. Guided by our principle of **“Safety and environmental responsibility guide every decision”** we are committed to protecting the health and safety of our employees, contractors, partners, and communities while minimizing environmental impacts across our global operations.

Our approach to Health, Safety, and Environment (HSE) supports our broader commitment to integrity, sustainability, and responsible business as reflected in our Global Code of Conduct.

### **Our Commitments**

#### **Protect All Personnel, Contractors and Visitors**

We strive to provide safe and healthy working conditions for employees, contractors, and visitors across all locations, including offices, operational facilities, and remote work environments.

#### **Promote a Strong Safety Culture**

We promote a strong safety culture where employees are empowered to identify hazards, report concerns, and stop work when unsafe conditions exist. We encourage open communication and reporting of safety concerns, incidents, or potential risks without fear of retaliation. Safety is a shared responsibility at every level of the organization.

#### **Manage Risk Responsibly**

We identify, assess, and manage health, safety, and environmental risks and implement controls to prevent incidents and reduce potential impacts.

#### **Protect the Environment**

We conduct our operations responsibly, supporting pollution prevention, resource efficiency, and sustainable practices, including responsible materials management and support for circular material solutions.

#### **Support Employee Wellbeing**

We promote employee well-being by encouraging safe work practices, ergonomic workplaces, and a respectful working environment consistent with Vinmar’s human rights and workplace conduct standards.

#### **Work with Responsible Partners**

We expect our suppliers, contractors, and business partners to operate in accordance with applicable health, safety, environmental, and ethical standards.

#### **Comply with Laws and Standards**

We comply with applicable environmental, health, and safety laws and regulations in all jurisdictions where we operate and maintain internal standards designed to support responsible operations.

#### **Continuously Improve**

We monitor our HSE performance, conduct reviews and audits where appropriate, and continually improve our policies, practices, and operational controls.

Through these commitments, Vinmar aims to operate safely, responsibly, and sustainably while maintaining the trust of our employees, partners, customers, and the communities we serve.

*Tom Cassel*

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