

Health, Safety and Environmental Policy

Version 1.0

AdvT Group Policy

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The AdvT group¹ is committed to creating a safe and environmentally sustainable workplace for all our stakeholders. Our priority is the health and safety of our employees, and we ensure this by actively adopting the right Health, Safety and Environmental (HSE) practices, by complying with relevant legislation, preventing pollution, and by reducing HSE risks in all areas of our business.

We are committed to

- Keeping our employees safe by eliminating hazards and reducing Operational Health & Safety risks.
- Providing the necessary training and equipment to enable our employees to do their jobs safely and to ensure protection of the environment.
- Providing safe and healthy working conditions (physical and mental) and conducting our business activities in a manner that seeks to prevent injury and the ill health of our people from the specific nature of our HSE risks and opportunities.
- Ensuring our decision making seeks to protect nature, reduce greenhouse gas emissions, and our environmental impacts.
- Fulfilling health, safety and environmental legal, moral, and other obligations that apply to us wherever we operate, periodically assessing activities to ensure compliance.
- Regularly consulting and collaborating on HSE matters, with colleagues and where they exist, workers' representatives.

What you should expect from us

- Every leader and manager is responsible for the safety of their teams, and for communicating and promoting HSE awareness and responsibilities to their teams. Our Health Safety & Environmental Management Review Procedures describes clear instructions and specific responsibilities and in order to equip our employees with the tools and knowledge to keep them safe and meet their health, safety, and environmental duties.
- Leaders and managers in the AdvT group are responsible for HSE in their respective teams, creating a workplace that is safe, and supports the health and the safety of our employees.

What we expect from you

- To follow our HSE procedures and guidance that apply to your role, seeking advice from managers where needed.
- To promptly complete all health, safety and environmental training that applies to you.
- To look out for your colleagues and always report HSE incidents, near misses, hazards or any HSE concerns to your local leadership team without worry of reprisal.
- To adopt environmentally friendly working practices reducing business travel and energy use where possible, reducing, reusing, and recycling and considering the environment and carbon reduction when purchasing goods and services.
- Use the AdvT Group Speak Up Policy to raise any health, safety, or environmental concerns.

How we achieve this

- We will implement, regularly review, and continuously improve our HSE Procedures to ensure an effective approach to HSE across all of the AdvT Group.
- We will communicate to stakeholders any lessons learned to enable continuous improvement of HSE performance.
- We will work with stakeholders, including our supply chain and business partners to promote continuous improvement of HSE practices in the workplace through adherence with our Supplier Charter.
- We will monitor, review, and report our health, safety, and environmental performance, to the relevant internal and external stakeholders of the business, as appropriate.