

Date of Approval:	1 March 2021
Approved by:	Executive Committee
Policy Owner:	Group Director, Health & Safety Group Director, Environment & Sustainability
Next review date:	January 2023
Version No.	2021 V1

## Environmental, Health and Safety (EHS) 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, EHS policy, strategic direction and performance monitoring.
- The GBU Presidents and the operational management have responsibility for EHS performance, EHS reporting and for implementing this policy and ensuring compliance.
- The General/Site Manager of each operation has operational responsibility for EHS.
- Employees at all levels are responsible for exhibiting behaviours that align with our thinkSAFE commitments and for implementing EHS 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 EHS metrics.
- Consider health, safety and environmental impacts of applicable business actions to ensure sustainable business development.
- Improve our safety culture by implementing the thinkSAFE programme and ensure competence in EHS 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 utilizing tools and guidance in the thinkGREEN programme so as to control and minimise environmental impacts of historic, current and future operations.
- Minimize 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 EHS performance and monitor and report monthly progress internally, and externally as appropriate.
- Conduct periodic reviews of the Group's Environmental and Health & Safety 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.
- Maintain communications with stakeholders on EHS matters to ensure transparency and alignment 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](mailto:group.compliance@morganplc.com)
  - Morgan Speak up via email, [speakup@morgan.integrityline.org](mailto:speakup@morgan.integrityline.org)
  - EQS website, <https://morgan.integrityline.org>, or
  - Phone (alternative local free-phone numbers by country are available at this link <https://morganplc.sharepoint.com/EthicsandCompliance/EQS%20Integrity%20Line%20Numbers/Forms/AllItems.aspx>)

Pete Raby  
Chief Executive Officer  
March 2021