

Date of Approval:	8 January 2020
Approved by:	Executive Committee
Policy Owner:	Finlay Graham
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## Environmental, Health and Safety Policy

### Purpose

- To state our commitment to the environment and the health and safety of our employees, contractors and visitors across all Morgan companies worldwide.

### Responsibilities

- The Chief Executive Officer has overall accountability for corporate responsibility matters.
- The Chief Executive Officer is responsible for EHS policy, strategic direction and performance monitoring.
- The GBU Presidents and the operational management have responsibility for EHS performance and 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 implementing EHS rules and guidance, avoiding potential and actual hazards, for warning others accordingly and for identifying opportunities for improvement.

### Policy Statements

- Achieve an objective of zero harm by implementing the thinkSAFE programme and improving our safety culture.
- Comply with EHS legislation, regulations and other applicable legal requirements as a minimum standard.
- Conduct operations so as to minimise the impact on human health, to prevent pollution and to reduce hazards.
- Include EHS and climate change related considerations in our business decisions, promote efficiency programmes across the Group and minimise the environmental impact of historic, current and future operations.
- 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.
- Set objectives and targets for the continuous improvement of EHS performance and monitor and report progress internally, and externally as appropriate.
- Ensure competence in EHS matters through training and education at all levels of the organisation.
- Conduct periodic reviews of the Group's Environmental and Health & Safety management systems.

- Maintain communications with stakeholders on EHS matters to help ensure 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 training, monitoring and accountability in place in order 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.
- The Company will take such disciplinary action as it deems appropriate in enforcing this Policy, up to, and including, dismissal.

### **External/Internal Monitoring & Compliance**

- Audits under the EHS programme
- Annual self-certification process
- Ethics Hotline

### **Exception/Non-Compliance Reporting**

- We will consider 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
  - the Ethics Hotline via email, [morganplc@expolink.co.uk](mailto:morganplc@expolink.co.uk)
  - or by phone on +44 1249 661 808 (alternative local free-phone numbers by country are available at this link <https://wrs.expolink.co.uk/morganc>).



Pete Raby  
Chief Executive Officer  
January 2020