

Date of approval:	15 January 2025
Approved by:	CEO & Executive Committee
Policy Owner:	Group Director - Environment, Health, Safety and Sustainability
Next review date	January 2027
Version no.	2025 v1

Environmental, Health, Safety and Sustainability policy

Purpose

- To state our commitment to the health and safety of our personnel, and stakeholders 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.

Responsibility

- The Chief Executive Officer has overall accountability for corporate responsibility matters, EHSS policy (Environment, Health, Safety and Sustainability), 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.
- All employees are responsible for exhibiting EHSS behaviours aligned with our thinkSAFE commitments, avoiding and reporting hazards, and identifying areas for improvement across Health, Safety and the Environment.

Policy Statements

- Comply with local laws and regulations in the country of operation, and EHSS group standards across Morgan assets and activities, whichever is the higher requirement.
- Promote a culture of zero harm for our employees, contractors, visitors, customers, stakeholders and local community impacted by our activities, while protecting the environment.
- Improve our EHSS culture by implementing the thinkSAFE, thinkGREEN, and thinkHEALTH initiatives, including training for employees.
- Proactively eliminate and control health risks within the workplace to prevent employees being made ill, or their health condition being made worse by their work.
- Ensure relevant activities are risk assessed, with reasonably practicable controls put in place to manage.
- Apply process safety risk management to prevent high severity incidents such as fires, explosions and toxic releases associated with the use of hazardous materials.
- Protect and conserve the biodiversity and nature across our supply chain and via our own activities.
- 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.
- Conduct 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.
- Conduct periodic reviews and ongoing assurance activities of the group's EHSS management systems.

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, EHSS 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 EHSS 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 by email, group.compliance@morganplc.com
 - Morgan Speak up by email, speakup@morgan.integrityline.org
 - EQS web form at <https://morgan.integrityline.app>, or telephone using the relevant number found on the EQS website.



Pete Raby
Chief Executive Officer
January 2025