

Safety, Health and Environmental Policy

The Company is committed to operations, products and practices which protect safety, health and the environment. This commitment is to employees, contractors, neighbours, customers and all others affected by its operations.

The Company will comply with all applicable laws and regulations and other standards as necessary to provide adequate protection. It will also work with others to develop responsible laws, regulations, and standards, based on sound science and assessment of risks, that may be required to further safeguard the community, workplace and environment.

The Company seeks a workplace free of occupational injury and illness and an overall performance free of accidents. It also encourages preventive health programmes and safe behaviour off the job to enhance employee well-being and safety.

The Company will work to minimise risks associated with manufacturing, transportation, use, storage and disposal of its products. It pursues this objective in the design and modification of the Company's facilities, processes and products and in the way it conducts its operations. Risk will be anticipated, analysed, discussed with those affected and monitored to ensure proper control. The Company will not conduct any operation or market a product without adequate safeguards.

The Company will be prepared for emergencies and will respond quickly, effectively, and with care to incidents or emergencies associated with the manufacture, transport use, storage and disposal of its products. Each Company operating facility shall establish appropriate emergency response plans and capability.

The Company is committed to using materials and energy efficiently and to reducing waste generation and contamination of air, water and land. It will ensure that any remaining waste is disposed of in a safe and environmentally sound way. In addition, it will work with others to resolve problems created by its past handling and disposal practices.

The Company will continue to expand its knowledge of safety, health and the effect of its operations on the environment. The Company is committed to playing a leading role in promoting best practice in its industry including in promptly applying and sharing with employees, contractors, customers, the scientific community, government agencies and others potentially affected.

The Company strives to be a trusted and responsible member of every community in which it lives and works. It recognises that public trust and confidence are earned through performance, open communication and community involvement.

The Company supports the Responsible Care, health, safety and environmental improvement initiative of the chemical industry. Accordingly, the Company is committed to following the Guiding Principles and to implementing the Codes of Management Practices of the initiative.

With the active participation of all employees and contractors, who are individually and collectively responsible for its performance, and through the relentless pursuit of continuous improvement, the Company is committed to be a leader in safety, health and environmental protection. Performance in the area of safety, health and the environment will be included in the employee appraisal process. It will undertake appropriate reviews and evaluations of its operations to measure improvement and to ensure compliance with this policy.