Health, Security, Safety and Environment commitment and policy

At VAROPreem, we are committed to conducting our business with a goal of no harm to people, protecting the environment, and respecting our neighbours. Our ambition is Goal Zero: no one should be injured or become ill through work, and no accidents should damage people, property, or the environment. Excellent HSSE performance requires everyone's daily, active commitment to work safely and responsibly, to stay alert to risks and to act to prevent harm.

We achieve this, by doing the following:

- **Target Goal Zero**, mitigating safety risks in everything we do to prevent incidents
- **Always comply** with all relevant HSSE laws and regulations and with VAROPreem requirements, rules and agreed ways of working.
- **Take responsibility to prevent harm** to ourselves, others and the environment as far as reasonably practicable
- **Apply a systematic approach** to HSSE management: identify hazards, assess risks and mitigate these HSSE risks as far as reasonably practicable
- **Use resources responsibly and use energy efficiently** throughout the value chain to produce and supply our products.
- **Protect the environment** and minimizing emissions.
- **Measure and report** HSSE performance, audit our systems and practices, set targets, learn, and continuously improve how we work to keep people and community safe and to reduce our impact on environment (air, water, and land).
- **Have an open constructive dialogue with** employees, contractors, customers, authorities and other stakeholders on relevant HSSE concerns, incidents and improvements.
- **Take into account HSSE performance and commitment** in the appraisal of staff.
- **Identify and act against undesired security acts** impacting VAROPreem.
- **Require HSSE standards consistent with this policy** from contractors, suppliers, business partners and, where appropriate, joint ventures.

Responsibilities

Top management is responsible for preparing and implementing this policy. Leaders ensure employees understand the expectations, the intent and the content of their HSSE responsibilities and are equipped to fulfil them. Each of us stop work if something is unsafe, and support others who do the same. We all report hazards, incidents, and near misses promptly so we can learn and improve, and we speak up and intervene with respect if we see unsafe behaviour.



VAROPreem Group CEO
Dev Sanyal

Group Policy | Version 1.0 | Effective: September 2026 | Owner: HSSE | Approved by: Executive Board | Next review: As required