



## Health, Safety, Security, & Environmental Policy

Through our work and behavior, Proman USA is committed to protecting the health and safety of all our people, stakeholders involved in our operations, and the communities in which we operate and demonstrate Responsible Care. Within our full value chain across the globe, we will conduct our business with respect and care for the environment and systematically manage risks to drive sustainable business growth. Through implementation of this policy which integrates the requirements of ISO 45001 and ISO 14001, Proman seeks to maintain the trust of all stakeholders and be recognized as a global leader in HSSE performance.

### Our Plan

To meet our commitment, Proman will:

1. **Demonstrate visible and active leadership** that engages employees and service providers by managing Health, Safety, Security, & Environmental (HSSE), energy performance as a line responsibility with clear authorities and accountabilities.
2. **Prioritize** the prevention of work-related injuries, ill health, and unsafe conditions through hazard identification, risk assessment, and the implementation of effective controls using the hierarchy of control to eliminate hazards and reduce risks.
3. **Ensure** that all employees, service providers and relevant stakeholders understand that **working safely is a fundamental requirement** and that they are responsible for their own safety and for the safety of those around them.
4. **Manage** all projects, processes and products through their life cycles in a way that **protects** safety and health, minimizes environmental impacts, conserves resources and promotes sustainable practices.
5. **Provide** employees and other stakeholders with the **capabilities, knowledge and resources** necessary to instill personal ownership and motivation to manage risk and achieve HSSE excellence.
6. **Measure, audit and publicly report** HSSE and performance and maintain open dialogue with stakeholder groups and with communities where we operate.
7. **Promote** participation, consultation, and active engagement with workers and stakeholders as part of our decision-making processes to achieve our HSSE objectives.
8. **Comply** with applicable laws, regulations and stakeholder requirements and **continually improve** our HSSE performance towards our goal of no accidents,

injuries or harm to human health and the environment from our products and operations.

9. **Maintain** a secure work environment to protect ourselves, our stakeholders and the Company's assets from the risks of injury, property loss or damage.
10. **Communicate** our commitment to this policy to our employees, contractors and stakeholders to seek their support, and make the policy available publicly to ensure accountability.
11. **Demonstrate** our resilience and preparedness to maintain business continuity in the event of natural disasters and other emergency events.
12. **Lead** its business in ethical ways that increasingly benefit society, the economy and the environment and contribute to sustainability.

Proman shall implement management systems, which will support the delivery of this policy.