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 Vysus Group

Corporate HSEQ Policy

Document Information

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Prepared by:	Craig Dyer on 7 November 2023
Reviewed by:	Alex Munro on 7 November 2023
Authorized by:	David Clark on 7 November 2023
Document description:	Vysus Group top management's commitment to Quality, Health, Safety, and Environment.

Policy

Policy Overview

Vysus Group is committed to an organisation and operating philosophy based on our core values of Trust, Partnership and Passion. We demonstrate this through our openness in communication, the integrity in serving our customers, fairness and concern for our employees, and our responsibility to the communities within which we operate or may affect.

Our vision is to actively challenge convention and push performance beyond expectations, and in doing so exceed customer expectations for quality, safety, sustainability, cost, delivery, and value.

Policy Principles

Our People

Vysus Group is committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our people are our organisation and our employees' welfare, and interests are key to success and are throughout all aspects of our business and how we conduct our affairs. Vysus Group is committed to:

- Creating and nurturing an environment of success based on honesty and integrity.
- Empowerment through learning and communication.
- Individual growth and equal opportunity.
- Prevention of accidents and incidents.
- Designing and providing a safe and secure work environment.
- The involvement and participation of workers and all other interested parties, to ensure a commitment to minimise work risks and hazards.

Our Customers

Customer needs are paramount and represent the highest priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations.

Our Community and Environment

Vysus Group is committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behaviour in our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution at our facilities and as such, our environmental commitments include:

- Protection of the environment.
- Conformity to compliance obligations.
- Continual improvement.
- Prevention of pollution and sustainable use of resources.
- Climate change mitigation and adaptation.

- Protection of biodiversity and ecosystems.

Our Wellbeing

Vysus Group is committed satisfying all legal and other requirements and to applying the hierarchy of controls to occupational hazards and risks. We proactively comply with all applicable occupational health and safety, legal and regulatory requirements to which we subscribe to:

- Prevent accidents and work-related ill health by managing health and safety risks in the workplace.
- Provide clear instructions and information, and adequate training, to ensure employee competence.
- Engage and consult with employees on day-to-day health and safety conditions.
- Implement emergency procedures in case of fire or other significant incidents.
- Maintain safe and healthy working conditions, and well-maintained plant and equipment.

Our Quality

Vysus Group is committed to achieving competitive excellence and providing our customers with services and products designed, produced, and maintained to meet or exceed their expectations by:

- Complying with all customers, statutory and regulatory requirements.
- Enabling employees to achieve business and professional goals.
- Continually improving our processes via our Vysus Management System (VMS).
- Extending our VMS practices throughout our Supply Chain partners.

Beginning with a clear definition of interested parties' needs and expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements and endeavour to provide processes that ensure we achieve this to build a robust and world class business.

Authorized by
David Clark, Chief Executive
Officer



7 November 2023

Vysus Group Holdings Limited