

HEALTH, SAFETY AND WELLBEING POLICY

APPROACH

Communis Limited ("The Company") is committed to being a purpose-led business, operating in an ethical and responsible manner at all times, striving to continuously improve our Health, Safety and Wellbeing Performance, integrating wellbeing practices as core values and believe that this significantly contributes to the commercial success of the business.

The Company's goal is to create an inclusive and healthy workplace with zero harm to people and to provide an incident free workplace. Communisis will conduct its business in a manner that protects the health, safety and wellbeing of employees, contractors and visitors at all times. The Company shall ensure that this Policy continues to be appropriate to the purpose and context of the organisation as well as seeking to add value by safeguarding reputation, minimising loss and increasing productivity and performance.

Communis shall report and investigate all incidents, share lessons learned and manage any risk identified to prevent reoccurrence. The Company will provide occupational health support, promote wellbeing and carry out health surveillance for employees in safety critical roles.

AIMS & OBJECTIVES

The Company sets attainable and measurable Health, Safety and Wellbeing objectives in line with strategic intent annually through the framework of the management review, as well as continually monitoring performance, to ensure standards meet expectations. Senior Management and local site teams are charged with championing, implementing and maintaining these objectives which are then converted into targets for all employees and functions across the following areas:

- Demonstrate proactive leadership and management for the prevention of incidents and ill-health
- Demonstrate continuous improvements of H&S management systems to reduce risk and maintain legal compliance through a hierarchy of control
- Promote and encourage wellbeing activity across all operations, providing access to wellbeing support if needed, including the provision of Employee Assistance Programmes for colleagues and wellbeing related benefits
- Engage and consult with personnel to ensure their competency, awareness and ability to work safely through the provision of supervision, information, instruction and training
- Manage performance by monitoring and taking corrective action to ensure effective communication for a positive H&S culture.

SCOPE

The company is committed to conduct its business operations in accordance with all applicable country laws in the jurisdictions in which it operates and any other Health and Safety requirement that it may subscribe to. Where applicable the Company will operate and maintain the occupational health and safety management systems in line with the requirements of ISO 45001.

The Company adopts robust and systematic work practices for governance, legal compliance and risk reduction, whilst promoting proactive leadership and a positive health and safety culture.

RESPONSIBILITY & ACCOUNTABILITY

The President, OSG Europe has overall accountability for Health & Safety and for the endorsement of this Policy. Whilst ensuring that all subsidiaries are aware of and committed to the policy expectations. Sufficient funds and resources shall be provided to enable effective Health, Safety and Wellbeing management in all business operations.

Senior Management are responsible for ensuring the policy implementation is effective, setting expectation, achieving standards and are jointly accountable for Health & Safety performance. They are responsible for the provision of adequate resources, appointment of competent persons to enable continual improvement of Health and Safety performance and to ensure legal compliance. They will ensure that there are effective systems of communication, and any matters impacting upon personal safety or the work environment are reported, assessed and managed.

Managers and supervisors are responsible for the health and safety of the people that work within their control and shall ensure all employees and contractors have adequate skills through information, instruction and training to enable them to carry out their work safely.

All employees and contractors that work on behalf of the company will be made aware of this policy and are to required to fully co-operate with its expectation and commitments, and its associated procedures. Individuals have a duty to ensure that they take all reasonable care to protect themselves and others who may be affected by their acts or omissions. Each individual can take personal accountability by "never walking past an unsafe act or condition", and taking immediate action if possible to make it safe.

In the spirit of continual improvement, this policy shall be reviewed at least annually and revised when appropriate change occurs and will be made available where required to all stakeholders and interested parties.

Authorised by: Phil Hoggarth, President, OSG Europe		DocuSigned by: <i>Phil Hoggarth</i>	February 16, 2022
Authorised by: Michelle Griffey, Chief Risk Officer		DocuSigned by: <i>[Signature]</i>	February 24, 2022
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