



## **SILICON Safety, Health and Environment Policy statement**

SILICON is a family owned corporation dedicated to the improvement of welding services in the global refractory industry.

The safety, health and wellbeing of our personnel, partners and our environment are our highest priorities.

SILICON aims to integrate Safety, Health and Environment (SHE) awareness, responsibilities, regulations into all our operations.

To realize our commitment to SILICON SHE Policy, we will:

- Strive to be an incident-free organisation, internally and during external projects.
- Provide safe, healthy and environmentally friendly working conditions by effectively implementing this policy.
- Apply systemic risk management, according to the law, to the full scope of our operations, products and services, internally and externally, to prevent any incident and continuously improve our SHE policy.
- Establish measurable objectives and targets, based on our identified SHE risks to continually evaluate and improve our SHE performance.
- Systemically measure, record and report our SHE performance and analyse reports to the end of learning and improvement of our SHE policy.
- Comply with all relevant SHE legislation, regulations, standards.
- Conduct periodical audits of, and update, all SHE requirements.
- Ensure all our employees are trained on SILICON SHE policy, this having the knowledge, skills and tools they need to work a safe, healthy, and environmentally friendly manner.
- Include SHE in employee evaluations, appraisals and rewards.
- Ensure managers, supervisors, and team leaders lead by example in all SHE matters.
- Engage in effective and transparent communication to our employees about SHE matters.
- Conduct and report incident investigations according to standard procedures, with the identification and implementation of preventative measures as main purpose.
- Ensure the availability and use of the necessary resources needed to fulfil the commitments stated in this policy.
- Promote a "Safety First" culture among SILICON personnel, based on our Core Values, in which all employees contribute to the safety of their colleague(s).
- Lead our industry by example in Safety.

This policy applies to all SILICON employees, contractors (freelancers) or other representatives.

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Safety, Health and Environment Manager