



Environmental, Health and Safety Policy

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Owner: Chief Operating Officer

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The Hexagon Group ("Hexagon")¹ is committed to providing a safe and healthy environment for its employees, contractors, visitors, and anyone who may be affected by our business operations, and to protecting the environment by managing the business in an environmentally sensitive and responsible manner.

The purpose of this policy is to communicate Hexagon's responsibilities and expectations regarding environment, health and safety to employees, management and third parties that may be involved in any of Hexagon's business activities. This policy shall be reviewed at least every two years or as needed.

Management Commitments

- Lead a **Zero Injury Health & Safety Culture** by encouraging team member input and involvement to reduce risk and eliminate workplace hazards.
- Create a **Zero-Defect Quality Culture** by relentlessly pursuing quality at the source to reliably deliver safe products and services that satisfy customer expectations.
- Sustain a **Zero Impact Environmental Culture** and realize our vision of Clean Air Everywhere, through innovative products and responsible business practices, from sourcing to end-of-life management, to protect the environment and prevent pollution.
- Advance a **Zero Impact Sustainable Energy Culture**, by making efficient design, operational and procurement choices to reduce energy consumption and carbon emissions.
- Drive a **Zero Waste Operations Culture** to create an ongoing competitive advantage as a world-class manufacturer.

¹ This policy applies to Hexagon Composites ASA. All majority-owned subsidiaries shall have same or similar policies.

- Provide the necessary information and resources to achieve our objectives and support continuous improvement within all business processes.
- Ensure activities are conducted in accordance with internal procedures, as well as applicable laws, regulations and requirements.

Tools and Procedures

Hexagon is dedicated to prioritizing environment, health and safety by developing and maintaining tools and procedures that equal or exceed industry best practices. To ensure that we meet this objective, Hexagon will strive to:

- Develop policies, programs, and procedures to ensure compliance with applicable laws and regulations and drive continuous performance improvement.
- Ensure that employees are properly trained and provided with appropriate safety and emergency equipment.
- Ensure that all work activities are done safely by taking action to eliminate unsafe acts and conditions that endanger our employees' health, safety, or the environment.
- Make health, safety and environmental factors a priority in all operating decisions.
- Commit to achieving net-zero greenhouse gas emissions across all three scopes, including emissions from the use of sold products, by 2050 to meet our targets approved by the Science Based Targets initiative (SBTi).
- Seek to understand and minimize the full environmental footprint of our products with emphasis on the use of life cycle analysis to quantify all associated product greenhouse gas emissions.
- Commit to using natural resources responsibly and reducing our environmental impact by applying the waste hierarchy principles of prevention, reduction, reuse, recycling and recovery toward our goal of zero waste to landfill by 2050.

- Commit to using renewable energy in our operations and maximizing energy efficiency in line with Energy Management ISO certification standards.
- Encourage personal accountability and emphasize standards compliance, policy conformity, and best practice advancement through training, coaching, and performance reviews.
- Communicate and foster the expectation that everyone on Hexagon's premises follow this policy and report any environmental, health, or safety concerns to management.
- Monitor, measure, and openly communicate our progress to all levels of the organization.
- Identify, assess, and manage environmental, health and safety risks through systematic risk assessments, incident reporting, investigation, and corrective and preventive actions.
- Promote engagement of suppliers and third-party contractors that work on Hexagon premises or with Hexagon personnel in environmental, health and safety discussions.

Management Accountability

Management is responsible for the company's overall environmental, health and safety policies. Management is accountable for preventing workplace injuries and illnesses and promoting environmental health through providing:

- A safe working environment.
- Regular information, instruction, training, and supervision to ensure that each worker is safe from injury and risks to health, including during operation of machinery, handling of chemical and/or biological substances, and through fire protection, workplace ergonomics and other site-specific needs.
- Programs that reduce waste and promote circularity by applying continuous improvement and innovative processes.

- A commitment to engage employees in matters relating to the environment, health and safety through idea-sharing programs and safety committee involvement.
- Programs, policies, resources and safe facilities for the welfare of employees.
- Effective safety management to respond quickly to any unplanned events and to continually improve our performance.
- Regular and transparent communication, consultation and participation with workers, stakeholders and communities affected by our operations.

Senior management shall ensure appropriate governance and oversight of environmental, health and safety risks and shall report material matters to executive leadership and, where appropriate, the Board of Directors.

Employee Responsibilities

Employees at every level are expected to actively participate in the success of environmental, health and safety programs by:

- Complying with safe work practices.
- Wearing personal protective equipment and clothing as required.
- Complying with direction given by supervisors/management regarding environmental, health and safety.
- Engaging in continuously improving health and safety programs by individual actions and participation in safety programs and committee activities.
- Minimizing waste and emissions, reusing and recycling materials, promoting renewable energy use, and conserving energy and water wherever feasible.
- Including contractors, guests and other third parties in environmental, health and safety planning discussions.

- Reporting any and all accidents, incidents, hazards and unsafe work practices immediately to supervisor, management, safety committee representative or the Hexagon whistleblower channel, available at [Hexagon | Whistleblowing \(hexagongroup.com\)](https://www.hexagongroup.com/whistleblowing).

Hexagon prohibits retaliation against any individual who, in good faith, reports any environmental, health, or safety concerns.