

OUR HEALTH & SAFETY AT WORK POLICY

Kerneos, the global leader in calcium aluminate technologies within the Materis Group, is seeking to become a business leader in the administration and management of Health and Safety at Work. Kerneos firmly believes in the integration of these values as the two key elements in operational excellence. We pay as much attention to our performance in the area of Health and Safety as we do to our financial results.

This desire to achieve excellence in the area of Health and Safety at Work (HSW) is expressed on a daily basis by the collective and individual commitment of all employees at Kerneos to satisfying the most rigorous demands and guaranteeing the health and safety of everybody, whatever their position: employee, visitor or subcontractor.

The Kerneos Policy is founded on a shared belief in three key principles:

1. All accidents can be avoided, even in an environment that is not without danger.
2. Nothing should take priority over Safety.
3. Each person is responsible not only for their own Safety but also for that of others who are present.

The Policy, as defined by the Kerneos Safety Committee, is implemented at all levels in the business by means of:

- Strict compliance with the basic HSW regulations, particularly as set out in the internal regulations for each site.
- Compliance with the applicable legal requirements.
- Application of best practices and their continual improvement, as defined for each workstation.
- Maintenance of good order, hygiene and cleanliness at all our facilities.
- Rapid resolution and systematic recording of any abnormal event, whether or not it involved harm to equipment or people.

The Kerneos Policy is the result of the definition, implementation and follow-up of a Safety plan established by the management at each site with the support of the representative authorities. This plan is part of the process of continuous improvement of the business and contributes to the prevention of bodily injuries and risks to the health of personnel.

We carry out regular evaluations and assessments of our progress and performance and communicate the results, supported in particular by specific and shared indicators, to all of our teams.

By placing Health and Safety at Work at the heart of every person's professional activity, Kerneos is making a commitment with this Policy to voluntarily improve and consolidate our collective performance on an ongoing basis.