

ENVIRONMENT, HEALTH & SAFETY POLICY

Our Commitments

Armacell is committed to safeguarding the environment, mitigating occupational risks, and placing the utmost importance on the health and safety of its employees by upholding the highest standards of Environment, Health, and Safety (EHS) performance. Concurrently, we remain committed to providing optimal solutions to our customers to enhance their energy efficiency and sustainability. Our EHS Policy is based on the following principles:

- **Prioritising Human Life and Employee Wellbeing:** Above all else, Armacell values the wellbeing of its employees, its most valuable asset, and aims to ensure that all employees and contractors work and go home safe and healthy.
- **Promoting a Culture of Safety and Environmental Responsibility:** Armacell fosters a culture where safety, environmental responsibility, and sustainability are an integral part of its operations and decision-making processes.
- **Maintaining a Zero-Accident Mindset:** Armacell is dedicated to promoting and maintaining a zero-accident mindset. We strive for continuous improvement and an autonomous safety mindset to achieve this goal and ensure the safety and wellbeing of all employees and contractors.
- **Ensuring Compliance with Applicable EHS Legislation and Regulations:** All Armacell operations must comply with relevant EHS legislation and regulations in all the countries Armacell operates in.

Our Guiding Principles

Environmental protection

Dedicated to minimising environmental impact and promoting sustainability:

- Minimise our consumption of natural resources
- Identify, manage and effectively control environmental risks
- Reduce our energy consumption and GHG emissions
- Promote sustainable procurement
- Minimise waste generation
- Mitigate air emissions
- Reduce water usage
- Train and educate employees about environmental conservation
- Improve environmental performance metrics and set measurable environmental goals
- Ensure compliance with environmental regulations
- Align with environmental certifications

Occupational health and safety

Ensuring a safe and healthy work environment for all employees:

- Implement occupational health and safety management systems
- Identify and manage workplace hazards and risks
- Promote safe work practices and ergonomic principles
- Develop a safety-conscious culture and emphasise the importance of prioritising safety over urgency, following the principle of "think before you act"
- Train and educate all employees and subcontractors about health and safety procedures
- Ensure compliance with health and safety legislation and regulations
- Improve health and safety performance metrics and set measurable health and safety goals

Communication, Review and Amendments

Armacell's Senior Management shall be responsible for the overall implementation, maintenance, and upkeep of this EHS Policy, as well as periodically communicating the content of this Policy to Armacell's global workforce, suppliers, subcontractors, and visitors to our sites.

The Policy will be reviewed at least once every two years to confirm that it remains fit for purpose and ensure it is being implemented throughout the Armacell Group. The next review will take place in the second quarter of 2026.

Laurent Musy
Chief Executive Officer