Tyman Health and Safety Policy

Tyman is committed to achieving excellence in health and safety management and performance across the Group to safeguard the health, safety and wellbeing of its employees and others who may be affected by its activities. Safety is our first language. Nothing is more important than ensuring our people go home safe to their loved ones at the end of each working day. We believe that all work-related injuries and illnesses are preventable and aspire to achieving world-class levels of safety performance.

The Group Chief Executive has overall accountability for health and safety performance across Tyman's global operations and the Group HSS Director is responsible for keeping this policy up to date and providing strategic direction to underpin its implementation. Each division President is responsible for the health and safety performance within their business, including ensuring effective leadership, allocating requisite resources, and ensuring the requirements of this policy are met and groupwide performance targets are achieved. Day-to-day operational responsibility for health and safety and the requirements in this policy is devolved to local site leadership.

All levels of leadership (executives to team leaders) are expected to engage their teams regularly on safety, role model the right behaviours at all times and conduct tours and lead discussions with employees to identify opportunities for improvement and recognise good safety practices.

Every Tyman employee shall take due care of their own safety, together with that of others impacted by their work and follow the Group's safety procedures. All incidents, injuries or illnesses at work, no matter how minor, must be reported to their line manager/supervisor.

Policy implementation, performance monitoring and the sharing of best practice and incident learnings is undertaken by the Group HSS Forum, with representation from each Division and chaired by the Group HSS Director.

All Tyman businesses commit to:
- Striving for continual improvement in health and safety performance
- Ensuring compliance with all applicable health and safety laws in our countries of operation and with all Group health and safety standards, whichever is the more demanding
- Allocating sufficient resources to ensure the effective implementation of this policy
- Maintaining safe and healthy workplaces, plant and equipment including effective arrangements for all foreseeable emergency situations
- Assessing health and safety risks and applying effective controls in accordance with the risk control hierarchy and defined in site operating procedures
- Providing information, instruction, training and supervision to our people and others working on our behalf to ensure work is undertaken competently and safely
- Consulting employees on safety matters and promoting employee health/wellbeing programmes
- Timely reporting and investigation of all incidents and hi-potential near miss incidents to understand their root cause(s), share lessons learned and take corrective action to prevent reoccurrence
- Ensuring health and safety implications of all new business activities, products and services are understood and risks mitigated, including due diligence during acquisitions and divestments
- Auditing and reviewing performance to ensure health and safety arrangements remain effective.