

AICA Health, Safety, Environment, Quality and Sustainability Policy Statement

In AICA NZ, HSEQ&S is a line function and is integrated into everything we do; it is our policy to give equal priority to Health, Safety, Quality, Environment and Sustainability Management as part of our business activities.

It is the responsibility of the Board of Aica New Zealand Limited

- To undertake due diligence to ensure that the HSEQ&S system is fit-for-purpose, effectively implemented, regularly reviewed and continuously improved;
- To ensure sufficient resources are available for the development, implementation and maintenance of the system.
- To allocate responsibility and accountability to managers and workers for implementing the system.

It is the responsibility of Management of Aica New Zealand -

- To lead the implementation of health and safety, quality, environment and Sustainability management systems.
- To identify resource requirements for the development, implementation and maintenance of the HSEQ&S system, obtain approval for their provision, and secure and allocate resources accordingly.
- To monitor the effectiveness of the system and implement continuous improvements

To fulfil our HSEQ&S policy:

We strive to comply with all applicable legal requirements and other requirements to which we subscribe. We are committed to prevent ill health and injury by providing a safe and healthy environment for our workers, business partners, contractors and visitors on company premises or whilst undertaking company activities at any other location.

AICA NZ Limited strives to safeguard the environment, preventing environmental pollution, continually reducing its carbon footprint and actively promote health & safety and sustainability during the manufacture, distribution and application of the products.

All workers, business partners and contractors will be expected to act according to this policy and to take it as a personal responsibility to create and maintain a safe work environment by proactively identifying hazards and unsafe behaviours and take all steps to manage these to so far as is reasonably practicable (SFAIRP) and to take environmental protection as a permanent task.

We commit to consultation and participation of workers and workers representatives.

All workers involved in Aica operations have the responsibility and authority to stop any job they believe is unsafe or cannot be continued in a safe manner or that contravenes the integrity of this policy in any other way.

We will set achievable HSEQ&S objectives and targets based on our risk profile to pursue the goal of 3 zeros: zero injury, zero process accident and zero non-compliance. We will measure, appraise and continue to report on our performance on these targets through various action groups.

Aica New Zealand is committed to Major Incident (MI) prevention by effectively managing HSE risks arising from business activities

AICA has defined a Major Incident (MI) as:

- (1) An uncontrolled event at Aica New Zealand Limited facilities that –
 - a. Involves, or potentially involves, specified hazardous substances e.g. methanol; and
 - b. Exposes multiple persons to a serious risk to their health or safety (including a risk of death) arising from an immediate or imminent exposure to—
 - i) 1 or more of those substances as a result of the event; or
 - ii) The direct or indirect effects of the event.
- (2) Without limiting sub clause (1), an uncontrolled event includes any of the following:
 - a. Escape, spillage, or leakage of a substance:
 - b. Implosion, explosion, or fire.

Aica New Zealand Limited has defined serious risk to a person's health or safety as exposure to specified hazardous substances that results in either a fatality, irreversible injury, or a reversible injury that prevents a person from working for more than seven days.

Aica New Zealand Limited has defined a major incident as an uncontrolled event that exposes two or more people to specified hazardous substances that poses a serious risk to their health or safety.

Major Incident prevention will be achieved by focussing on process safety and improvement with respect to design and operation and maintenance of our assets so that they are utilised in a way that will protect people and property and the environment.

We are also committed to develop quality products, services and operations which are best in class as well as environmentally preferred, safe and sustainable.

We focus on growth, operational excellence and seek to be partner of choice for customers, investors, communities and employees.

We encourage and support behavioural values of customer focus, care, integrity and excellence.

24th January 2025



Sharon Adlam
General Manager