

Work Environment & Safety Policy

CP Kelco will through preventive safety work and continuous improvements ensure a high security level in the work environment without serious accidents and work-related diseases.

Legal requirements and requirements from our owners will always form the minimum basis of our efforts.

To meet our objectives:

- ♣ We will foster and develop a safe and healthy work environment where the respect for health and safety is never ignored.
- ♣ We will ensure that all employees are familiar with and take ownership of their responsibility for health and safety in the daily work including achieving improvements.
- ♣ We will ensure that all employees always choose the safe solution in their daily work. Safety is prioritized higher than production.
- ♣ We will cooperate with authorities, suppliers, customers, and other stakeholders to promote a responsible and safe behaviour in relation to work environment.
- ♣ We will constantly work on not constituting a risk for neighbours and the environment.

Environmental Policy

CP Kelco will thru a goal oriented effort and under consideration of the company's technological development continuously create improvements of our environmental performance and ressource usage.

Legal requirements and requirements from our owners will always form the minimum basis of our efforts.

To meet our objectives:

- ♣ We will strive at reducing the environmental impact, resource usage and follow best practices for prevention of pollution.
- ♣ We will take the best available technology into consideration regarding environment and energy when introducing new products, processes, and new equipment.
- ♣ We will encourage our employees' environmental awareness through training, open dialogue and by integrating environmental and energy considerations into the daily work.
- ♣ We will cooperate with authorities, suppliers, customers, and other stakeholders to promote a responsible environmental behaviour.
- ♣ We will maintain an open and constructive dialogue with the local society and other stakeholders about the company's considerations regarding environment and energy.

Both policies are in accordance with the principles in the J.H. Huber Corporation's Environmental, Health & Safety Policy.