

INTRODUCTION

At United Malt Group, we have a strong safety and sustainability culture. Shaped from years of focus, accountability, and the genuine care our team shares for our people, customers, communities, and the environment. This Policy sets out our key commitments for Environmental, Health & Safety and the measures in place to achieve them.

ZERO HARM - PEOPLE

- Embracing the *Safe for Life* concept.
- Preventing occupational injury and ill health.

ZERO HARM - PLANET

- Being responsible environmental stewards.
- Protecting the environment by preventing pollution, minimising waste, and conserving resources.
- Actively reducing water, energy consumption and emissions.

CONTROLS

- Complying with the environmental, health and safety legal obligations and other requirements and industry standards.
- Providing adequate control of the health, safety and environmental risks arising out of company work activities.
- Providing and maintaining safe plant and equipment.
- Ensuring the safe handling of all substances.
- Ensuring all employees are competent to perform their tasks and providing information, instruction, and training.
- Ensuring ISO 45001 and ISO 14001 certification of our designated sites.

COMMUNICATION & WORKER PARTICIPATION

- Consulting with employees on matters affecting their health and safety or environment, providing them with opportunity to review and participate in the development of programmes and systems.
- Reviewing this policy annually, or as required.
- Ensuring that all employees, contractors, and visitors are made aware of their individual environmental, health and safety obligations.

CONTINUOUS IMPROVEMENT

- We are committed to improving our processes through rigorous monitoring systems and measures to improve our programmes and overall EHS performance.

The Chief Executive Officer and Executive Group of United Malt Group and its Business Units are responsible for implementing the Environment, Health and Safety Policy which is made available to all Interested Parties.



Mark Palmquist, CEO United Malt Group