

## Health, Safety, Wellbeing, Environmental and Quality (HSWEQ) Policy

At Scott Automation, our people are at the heart of our business. We are committed to fostering a culture where **health, safety, wellbeing, environmental responsibility, quality, and continuous improvement** are integral to everything we do. We aim to maintain an environment free from harm, where everyone thrives, feels valued, and supports one another.

**We live our values every day:**



### Our Commitments

- **We are committed to preventing work-related injury and ill health** by providing and maintaining safe, healthy and compliant working environments for all employees, contractors and visitors across our operations.
- **We strive to eliminate hazards and reduce HSWEQ risks** through robust risk management and proactive control measures.
- **We actively promote physical, mental, and emotional wellbeing** through targeted programs and comprehensive support initiatives.
- **We are committed to protecting the environment** by preventing pollution, promoting the sustainable use of resources, and continually improving our environmental performance across all operational processes.
- **We are committed to fulfil or satisfy all applicable legal, regulatory, and other relevant stakeholder requirements**, ensuring adherence to health, safety, environmental, and quality standards.
- **We ensure regular consultation and active participation of all workers, and, where they exist, workers' representatives** in health, safety, and wellbeing matters.
- **We continually improve our HSWEQ - management systems** by driving innovation, learning from experience, and embedding best practices.

**We reinforce our culture of excellence and high-performing teams through a framework for setting HSWEQ objectives.**



**Establishing SMART (Specific, Measurable, Achievable, Relevant & Time bound) objectives** where possible and that align with our strategic direction, comply with legal and other requirements, and reflect stakeholder expectations and the context of our operations



**Use stakeholder feedback** including customers, workers, suppliers, and regulatory bodies provides input for the setting of objectives



**Reviewing and adapting Goals & objectives regularly** to respond to changing business conditions, new technologies, emerging risks, and opportunities.



**Involving all levels of the organization** in setting, executing, and reviewing goals & objectives, fostering ownership and accountability throughout Scott Technology



**Tracking progress against specific KPIs and performance metrics**, addressing non-conformities promptly, and sustaining improvements through corrective actions.



**Maintaining transparent communication of objectives across the organization**, creating a shared responsibility for outcomes and nurturing a high-performance culture

These objectives and actions support the:

- **Strategic pillars for all our stakeholders**



#### Customer First

We provide our customers exceptional value by understanding and removing pain points to improve performance.

#### High Performing Team

When working with Customers, Team Members and other stakeholders, I take action that supports their long-term goals.

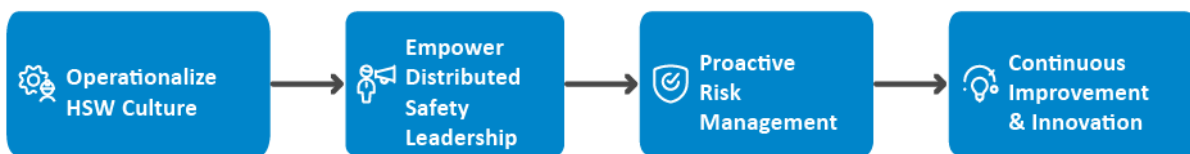
#### One Scott

Our globally aligned vision that's built upon a foundation of ambition, unified ways for working, using rich data and technology.

#### Leading Edge Technology

Drives innovation through deep market understanding and expertise by delivering transformative, scalable, and modular solutions.

- **HSWEQ Goals**

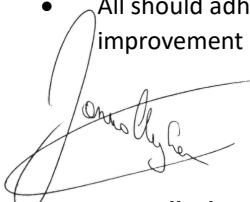


- **Six Safety & Wellbeing Expectations when working for Scott.**



## Responsibilities and Expectations

- Everyone at Scott has a role to play; everyone is required to adopt safe work practices and comply with all HSWEQ policies and procedures.
- Leaders at all levels demonstrate visible commitment by providing resources, setting clear expectations, and fostering a culture of excellence aligned with our values.
- All employees are expected to uphold Scott's values, collaborate effectively, and proactively contribute to a safer, healthier, and higher-performing organization.
- All should adhere to our **Six Safety & Wellbeing Expectations** and embody the spirit of continuous improvement in every task and interaction.



**Aaron Vanwalleghem**  
President Scott Europe & North America