

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. This policy is aligned with the Scott Group HSWE Policy and international standards ISO 9001:2015; ISO 45001:2018 and ISO14001:2015.

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



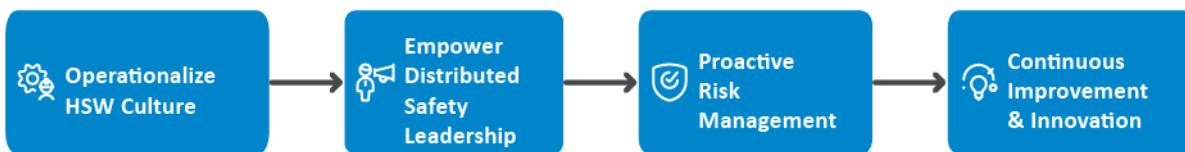
Customer First
We provide our customers exceptional value by understanding and removing pain points to improve performance.

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