Firstgrade Incorporated

"Ingredients & Chemicals Specialists"

SAFETY, HEALTH and ENVIRONMENT POLICY

Firstgrade Incorporated is committed to supplying raw materials, chemicals, oils and lubricants for the manufacturing, agricultural and mining sectors efficiently, in a way that creates value for our customers and all interested parties, whilst providing safe and healthy working conditions and protecting the environment through implementation of Safety, Health and Environment (SHE) Management Systems based on ISO 45001 and ISO 14001 requirements.

This policy enables the organization to achieve its purpose, as expressed in its strategic initiatives. We are committed to: -

- **Using appropriate management systems and technologies in business, providing all forms of resources required to implement, maintain and continually improve the SHE Management Systems.**
- **Applying risk-based thinking to address SHE risks and opportunities, establishing SHE objectives and targets that are derived from the organization's strategy and compliance obligations and are measured, monitored and reviewed.**
- **Compliance with all applicable legal, regulatory, statutory and industrial requirements.**
- **Continually improving the SHE Management Systems to enhance occupational health and safety and environmental performance, benchmarking our performance against leading raw materials, chemicals, oils and lubricants suppliers.**
- **Respecting and adhering to our core values which are: Responsible sourcing, Customer-centric, People-centric, Bias for action, Strive for excellence, Effective communication, Due diligence, Integrity, Diversity and Inclusion, and SHEQ oriented.**
- **Providing safe and healthy working conditions for the prevention of work-related injury and ill health, for all employees , contractors, transporters, visitors and other persons under our control.**
- **Eliminating hazards and reducing risks using the hierarchy of controls in all activities.**
- **Ensuring consultation and participation of workers and worker representatives in planning ,decision-making, encouraging reporting of incidents, hazards, risks and opportunities, protecting workers from reprisals.**
- **Carrying out SHE induction for new joiners and continually training personnel to be competent to deliver quality service in a safe way in line with this policy.**
- **Protecting the environment including prevention of pollution from spills, leaks, emissions, effluent and waste, supported by emergency preparedness and response for all incidents.**
- **Addressing climate change through mitigation and adaptation measures so as not to disrupt business operations and protecting biodiversity and ecosystems .**
- **Taking a life-cycle perspective through responsible sourcing product stewardship, working with suppliers and customers to promote the safe use, storage and disposal of our products.**
- **Ongoing review of this policy as an exercise within the organization.**

Management ensures that this policy is communicated, understood and implemented throughout the organization and by persons working under its control, and that it is available to all interested parties.

		01-07-26
Managing Director	**Workers Representative**	**Date**