

Health, Safety, Environment and Sustainability (HSES) Policy

This Policy is approved by the Telko Management Team on 17th January 2022. The Head of HSEQ is responsible for the evaluation of this Policy on an annual basis.

PURPOSE

The purpose of this document is to harmonise and clarify Health, Safety and Environment matters within Telko Group and to ensure that we operate in a sustainable way and without causing harm to people or environment during the complete business chain.

SCOPE

This policy concerns every Telko employee in all work related tasks.

PRINCIPLES

Telko's mission is to bridge Industrial customers and principals in a sustainable way, and aims to become a forerunner in sustainability in its industry.

The basis for our operations lies in our values; we believe in success by people, partnership, responsibility and continuous development. We apply our values both in our internal processes and to provide value to our customers.

At Telko Group we are committed to

- Consider sustainability, environmental, health and work safety aspects in all business activities.
- Offer and recommend to our customers and partners, the best products and solutions from a sustainability, environmental and health and safety perspective.
- Supply products to customers in a safe and responsible manner and provide all relevant documentation and training needed to ensure a safe use.

- Report and investigate HSE incidents and facilitate shared learning to minimize the risks for our employees, partners, customers and the environment.
- Comply with relevant laws and regulations as well as internal requirements.
- Create a culture where all employees, partners and customers are aware of and taking responsibility for health and safety, environment and sustainability.
- Support and participate in the activities that will improve and strengthen our health, safety and environmental consciousness and awareness.
- Be an engaged member of the Responsible Care program for chemical distributors
- Maintain an awareness of and respond to community concerns that relate to the company activities.
- To improve our sustainability performance
- Continually improve our Environmental Management System to enhance environmental performance and reduce environmental impact.

This policy will be communicated to all employees working for or on our behalf. Employees are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own work, so far as is reasonably practicable, is carried out without risk to themselves, others, or the environment.