

## Quality, Health, Safety, and Environment Policy

It is the policy of Foster and Gamko that the highest priority is given to all aspects of quality, health, safety, and the environment in all its business activities. These standards are implemented in all of our operations located in Kings Lynn.

The Company's Quality, Health, Safety, and Environment (QHSE) procedures are linked within our documented management systems. The systems encompass our compliance obligations, the needs and expectations of our stakeholders, identifying and managing QHSE issues, implementing control measures, and continually improving our management systems to enhance performance. It also embraces a safe place of work, safe systems of work, and a healthy working environment to prevent injury, ill health, or damage.

We believe that every accident, incident, and loss is preventable.

We will ensure that we mitigate and adapt to climate change as demonstrated through our commitment to the Science Based Targets initiative (SBTi).

Foster and Gamko are committed to continually improving the quality of our services and products while protecting people and the environment. Our approach is simple. No one gets hurt, no environmental damage is acceptable, and nothing is more valuable than the health and safety of our employees.

To this end, Foster and Gamko have adopted the following guiding principles:

- Ownership for QHSE issues is a shared responsibility between management, the workforce, and our partners.
- Foster and Gamko identify and manage risks. Control measures are implemented to manage and proactively prevent defects, accidents, losses, injuries, ill health to people and pollution to the environment.
- Continuous improvement of QHSE performance has the ultimate goal of zero injuries and incidents.
- QHSE performance is evaluated by monitoring performance results and thorough periodic management reviews.
- Effective application of our QHSE policies, practices and procedures is enforced consistently across operations.
- We are committed to maintaining legal compliance.
- We work in conjunction with suppliers and subcontractors to reduce our environmental impact, whilst enforcing our ethical purchasing policy.
- All product waste should be evaluated so that it can be reduced, reused, recycled or energy recovered.
- Our products are energy efficient and have a minimal environmental impact during their life cycle.
- We evaluate our carbon footprint using the Science Based Targets initiative.
- All changes are managed and assessed to ensure QHSE system compliance.
- Employees receive training to comply with and sustain the QHSE system and related policies through a commitment of consultation and participation of workers / workers representatives.
- All employees are responsible for working safely and to a high-quality finish to satisfy customer expectations. Foster and Gamko provide the resources and training to facilitate this.

Foster and Gamko in King's Lynn maintain QHSE systems in compliance with ISO 9001:2015 and ISO 14001:2015 standards.

Michel Heijkoop



Vice President / General Manager - European Refrigeration Division

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