



Issued By/Contact: Head of SHE

Our aim is to create a sustainable business in which continuous improvement and excellence is intuitive in everything we do. This Policy will be communicated to our people and other stakeholders and support the SHEQ Policy Statement.

We believe that balanced, responsible management of the three recognised pillars of sustainability –social, environmental and economic – is essential to achieving our vision of a business looking to tomorrow, thinking globally and acting locally. We will empower our people and other stakeholders in promoting health and wellbeing, enhancing the communities we work in and the wider environment. Many of our customers face, or will face, these same challenges and requirements. We will work with our customers to meet those needs.

Objectives

To deliver our goals and strategies we will:

- To elevate sustainability in company governance and process, including direct board oversight and accountability over environmental and social issues
- To have robust regular dialogues (engagement and education) with key stakeholders to achieve objectives
- To ensure Osborne is a healthy, safe and enjoyable place to work
- To achieve positive environmental outcomes (including biodiversity)
- To support our local communities
- To have meaningful SMART objectives for systematic performance improvements based on accurate data
- To have open, integrated, reporting on sustainability targets, measures and progress

This statement is implemented through the SHEQ Framework, Management System and Objectives & Key Results (OKRs) contained within our Sustainability Strategy.

We will achieve these objectives through the proactive behaviour of our Board, our people, our supply chain and our customers, to ensure sustainability is embedded in our culture.

Jay Johnston – Head of SHE

1st April 2020

Revision date 1st April 2022

Policy Number: SHEQ-CP-003 V1.09