

## Environment, Health & Safety (EHS) Policy Statement

### Purpose

At SKS, we believe that success goes hand in hand with safety, health, and environmental responsibility. Our commitment to Environment, Health & Safety (EHS) is deeply embedded in our operations and is an integral part of how we create value – for our employees, customers, suppliers, and society as a whole.

We take our responsibility seriously to create a workplace where risks are managed, well-being is promoted, and our environmental impact is minimized.

### Scope

This Environment, Health and Safety (EHS) policy covers all the global operations of the SKS Group.

### Our guiding principles

#### 1. Safety as a priority

Our primary responsibility is to ensure a safe work environment where:

- Risks are systematically identified and managed to prevent accidents, injuries, and occupational illnesses.
- Safety is embedded in our culture, supported by training, communication, and leadership.
- All employees are encouraged and empowered to report safety concerns and actively contribute to improvements.

#### 2. Health and well-being of our people

We recognize that a healthy and engaged workforce is essential to our growth and innovation. Therefore, we are committed to:

- Provide a safe workplace.
- Foster a culture of continuous improvement that promotes healthy lifestyles and respect for the environment.
- Early detection and support for work-related health risks.

#### 3. Sustainable and responsible business practices

We strive to create a positive impact on the environment and society by:

- Reducing our ecological footprint through efficient energy and resource use.
- Pursuit of circular solutions in our processes.
- Proactively complying with environmental regulations and continuously improving our environmental performance.



#### 4. Compliance and continuous improvement

We uphold a zero-tolerance policy for negligence in EHS matters. This means that we:

- Strictly comply with all relevant laws, regulations, standards, and internal guidelines.
- Conduct regular audits and risk assessments to ensure the effectiveness of our EHS policy.
- Continuously seek improvements through technological innovation, training, and sharing best practices.

#### Our responsibility

EHS is not just a policy; it is a shared responsibility. Our leaders within SKS set the example and ensure a safe, healthy, and sustainable work environment. Every employee contributes by being aware of risks, taking responsibility, and working together toward a safer and healthier future.

This policy is reviewed regularly to ensure that we continue to meet the highest standards and align with the growth and development of our company.

