

HSE POLICY

(Health, Safety and Environment Policy)

MA-TER considers the protection of health and safety at work, the well-being of people and the protection of the environment as fundamental values in the exercise and development of its activities.

All business partners are required to comply with the principles set out in this policy, in accordance with the sustainability models set out in:

- The United Nations Global Compact
- The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- The European Union's new growth strategy (known as the 'Green Deal'), which is closely linked to the Chemicals Strategy for Sustainability, which aims to promote sustainability and innovation in the chemicals sector and to protect human health and the environment from hazardous substances.
- International treaties to protect human health and the environment, such as the Stockholm Convention on Persistent Organic Pollutants.

MA-TER

- is committed to managing its activities to protect health, safety and the environment in full compliance with applicable international, national and local laws and regulations.
- Pursue the objectives of "zero accidents" and "no harm to people" in the workplace, through the continuous identification, assessment, prevention and protection against occupational health and safety risks, the timely elimination of potential causes of accidents and the implementation of health surveillance plans for employees in relation to specific tasks.
- Enables, trains and motivates its employees to work in a safe and environmentally friendly manner by involving all levels of the organisation.
- Pursue environmental protection through continuous identification, assessment, prevention and mitigation of environmental risks along the value chain;
- Strives to increase the efficiency of the production cycle and maximise the recycling of strategic raw materials.
- Ensures that all employees are aware of their individual responsibility for health and safety and for the protection and preservation of the environment, within the limits of their capabilities and competencies.
- Promotes a culture of sustainable development and environmental protection in the performance of all daily activities.
- Requires its suppliers to adopt the same responsible approach to occupational health and safety, environmental protection and the protection of biodiversity and ecosystems at their sites and throughout the supply chain.