

# SAFETY, HEALTH, ENVIRONMENT AND QUALITY (SHEQ) POLICY

Committed to Zero Harm.



Version 3

At Omnia, we promote a culture where everyone takes responsibility for safety, speaks up about risks, stops unsafe work and learns from incidents.

Our ‘Be Safe’ value is driven by strong leadership, continuous improvement, regulatory compliance and responsible environmental practices.

We strive to protect our people, communities and environment while delivering sustainable value.

## SAFETY & HEALTH

Providing safe and healthy workplaces and preventing work-related injury and ill health.

## ENVIRONMENT

Protecting the environment, preventing pollution and using natural resources responsibly while reducing emissions and building climate resilience.

## QUALITY

Delivering consistent, high-quality products and services that meet customer, legal and regulatory requirements.

## COMPLIANCE

Meeting all applicable laws, regulations, industry standards and commitments.

## PARTICIPATION

Empowering employees and contractors to identify hazards, assess risks, improve controls and contribute to SHEQ decisions.

## CONTINUOUS IMPROVEMENT

Setting measurable objectives, monitoring performance and continually improving our SHEQ systems and performance.

## COMPETENCE & RESOURCES

Providing the skills, training, resources and capacity needed to maintain strong SHEQ performance.

## EMERGENCY PREPAREDNESS

Maintaining effective emergency plans to minimise harm to people, the environment and our assets.

## OUR COMMUNITIES

Engaging openly with stakeholders and supporting sustainable development in the communities where we operate.

## HOW WE DELIVER ON OUR COMMITMENT:

We apply SHEQ requirements to all employees, contractors, suppliers and business partners. We maintain internationally recognised SHEQ management systems, including **ISO 9001**, **ISO 14001** and **ISO 45001**, and support Responsible Care® principles through risk management, audits, governance and performance monitoring.

Omnia promotes a Just Culture that balances accountability with learning and improvement, recognising the difference between human error, at-risk behaviour and deliberate violations.

Everyone is expected to understand and follow our policies, with non-compliance addressed appropriately.

Together, we learn, improve and take responsibility for doing things the right way.

Refer to the full SHEQ Policy

*Seelan Gobalsamy*

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CEO: Omnia Group

Date: 31 August 2026

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|-------------------|----------------|
| EFFECTIVE DATE:   | September 2026 |
| NEXT REVIEW DATE: | August 2029    |



**Be safe.**



**Respect and grow.**



**Achieve excellence together.**



**Do the right thing.**