

# HSSE POLICY STATEMENT



## 1 APPLICABILITY

This Policy Statement applies to Demerara Associates, including joint ventures.

## 2 INTRODUCTION

HSSE is essential to our business and is a component of the Demerara Associates value system. We are dedicated to operating responsibly and sustainably while maintaining asset integrity. Our goals are excellent HSSE performance and operational excellence. Our goal is to protect both the communities we serve and the individuals we work with by strictly adhering to all relevant laws and regulations. We are able to build the business sustainably and be a dependable partner for our stakeholders when our Management Systems and related processes are used effectively.

## 3 RESPONSIBILITIES

The Management of Demerara Associate is responsible for:

- taking measures to adhere to this Policy Statement;
- ensuring that facility and plant policies do not contradict this Policy; and
- taking measures to ensure the availability of, including communication of, this Policy to its employees and all other relevant persons working under our responsibility.

## 4 HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL POLICY

In addition to compliance with applicable laws and regulatory requirements, we will pursue the following objectives in close cooperation with our customers, suppliers and distributors:

- ensure that all activities are conducted in a manner consistent with Demerara Associates health, safety, security, and environment directives and standards;
- ensure that business activities are conducted in a manner that prevents harm to customers, employees, contractors, the public, other stakeholders, and the environment;
- ensure full compliance during handling, storage, transport, and safe disposal;
- protect people, assets, intellectual property and critical information from any harm, damage, or loss;
- openly communicate on the nature of activities, encourage dialog and report progress on health, safety, security, and environmental performance.

To achieve this, we:

- set challenging targets and measure progress to ensure continuous improvement in our HSSE performance;
- provide safe and healthy working conditions for our employees and contractors while encouraging risk awareness and reducing at-risk behavior;
- provide information, instructions and training to enable our employees to fulfill their responsibility to comply with this policy;
- provide appropriate HSSE information for all contractors, customers, and others who perform work under our responsibility;
- protect our assets and the environment by preventing or minimizing the environmental impact caused by our activities, processes and products stored through appropriate design, handling and distribution, and by promoting responsible use and disposal practices; and
- implement management practices to enhance security throughout the industry value chain.

We have developed the following Safety Principles to help us on our continuous improvement journey towards Target Zero, which is no harm to people or the environment. These principles represent our values and the ways in which we improve our performance and safety culture. All employees and contractors can make judgments and act with confidence based on these principles.

### Safety Principles

- Health and safety of people and the environment is valued above all else.
- All incidents can be prevented.
- Management at all levels is accountable for safety and leads by example.
- We plan and train for safety.
- Everyone looks out for each other, no matter who they work for.
- Everyone has the authority to STOP any unsafe work.
- Safe behavior is recognized, acknowledged and reinforced.
- Zero tolerance for safety breaches.

Management will ensure the implementation of this policy with the expected active support and involvement of all employees and contractors.

Georgetown, January 2024

**Rawl Prescott**  
Chief Executive Officer