

Quality, Health, Safety and Environmental Policy



Helander is committed to achieving the highest performance in operational excellence. This will be achieved through demonstrated leadership, ethical behaviour and adherence to Helander Standards. Helander will endeavour to conduct all operations in a manner that will protect the environment, communities and the integrity of the company's human, physical and financial resources.

Our vision is to be recognised as the best in our chosen strategic markets.

Consistent with this policy, Helander will:

- Place Quality, Health and Safety, Security and Environment protection as core values while never intentionally placing employees, our processes, customers or the communities in which we live and work at risk of loss.
- Seek continual improvement in Quality, Health and Safety, Security and Environmental protection, taking into account responsible care, process vulnerabilities, public, customer and employee inputs, scientific knowledge and technology, and best business practices to exceed customer expectations.
- Demonstrate personnel commitment to the prevention of employee injury, ill health and non-productive time while holding our managers and employees accountable for performance in their area(s) of responsibility
- Communicate and consult with our employees, interested parties and our customers on Quality, Health and Safety, Security and Environmental protection.
- Actively seek ways to eliminate and or minimise identified product risks, workplace hazards, process inefficiencies, process variance, and the prevention of pollution associated with our products and services.
- Comply with all applicable laws, regulations, standards and other requirements that the organisation subscribes. Where adequate laws do not exist, we will apply standards that reflect our commitment to Quality, Health and Safety, Security and protection of the Environment and customer satisfaction.
- Set, review and act upon key performance indicators, objectives and targets.
- This policy shall be made available to our employees, customers, suppliers and other interested parties and communicated to all persons working under our control with the intent they are made aware of their individual obligations.

A handwritten signature in blue ink, appearing to read 'Paul Drury', followed by a long, horizontal, slightly wavy line extending to the right.

Authorised by Paul Drury
Finance Director

Date 13th October 2025