

## Company Policy

Cembre Ltd is committed to providing employees, shareholders, suppliers, the local community, and customers worldwide with products that meet practical requirements and comply with all relevant national and international standards, including those relating to safety, contractual obligations, and environmental protection. The Company recognises its compliance obligations and the contribution it can make in minimising any adverse environmental impacts arising from its activities. Cembre also believes that high standards of health, safety, welfare, and environmental management are essential components of good business practice. The Company acknowledges its responsibilities to all employees and interested parties in accordance with mandatory and statutory requirements, including applicable laws, regulations, and industry expectations.

Cembre designs, manufactures, and sells electrical connectors and associated tools, cable accessories, marking systems, tooling, and products for railway applications. The Company also produces tools for pressed joints for water, gas, steam, waste, and HVAC applications, and provides in-house repair, refurbishment, and calibration services. Cembre operates an Integrated Management System aligned with relevant standards and is committed to maintaining high levels of Health and Safety performance by preventing accidents, injuries, and work-related ill health through effective hazard and risk management and continual improvement. The Company ensures it protects the environment and the wider community by setting clear objectives, monitoring performance, and providing adequate resources to achieve these goals.

The Company will continue to strengthen its Environmental Management System by incorporating a structured approach to managing change, ensuring that organisational, operational, technological, and compliance-related changes are assessed for potential environmental impacts, and by proactively considering emerging environmental conditions and global sustainability trends.

To support the above commitments, Cembre Ltd will:

- Maintain certification to ISO 9001:2015, ISO 14001:2015 (including upcoming climate-related amendments), and ISO 45001:2018.
- Continually improve and comply with the Integrated Management System, Manual, and Procedures.
- Meet and exceed the needs of all interested parties and comply with all applicable requirements.
- Conduct appropriate risk assessments covering Quality, Environmental, and Health & Safety aspects, and ensure effective emergency preparedness and response.
- Increase efficiency and effectiveness in the management of all processes.
- Reduce customer complaints and non-conformities.
- Pursue continual improvement in key operational, environmental, and safety areas.
- Set and review Health & Safety objectives, ensuring employee consultation, communication, empowerment, involvement, participation, and awareness.
- Promote research and innovation to improve existing products and develop new solutions that anticipate market needs and competitor activity.
- Protect the environment by reducing environmental impacts, energy consumption, and pollutant generation, supported by continual monitoring and reduction initiatives.
- Promote environmental awareness among employees, including responsible waste management and recycling.
- Integrate sustainability principles into the Company's mission, values, and decision-making processes.
- Address climate-related risks and opportunities in line with upcoming ISO 14001 changes, including lifecycle thinking, supply-chain environmental performance, and resilience planning.

Cembre is committed to developing innovative products that adhere to ethical standards, including responsible sourcing of conflict minerals, and improving product efficiency, safety, manufacturability, operator protection, and environmental performance. All employees share responsibility for working safely, identifying hazards, and ensuring appropriate corrective and risk-based actions are taken. The Managing Director is responsible for formulating and implementing this policy. This statement is fully supported by all Managers and the Group Direction, who will ensure that sufficient resources are made available to implement and maintain the policy.

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 **CEMBRE**  
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