

Health and Safety Policy

At CMA, Safety is our first priority. We believe our people are our greatest asset, and we are committed to providing a safe, secure, and healthy work environment for all. Our approach to safety goes beyond compliance and seeks to achieve continuous improvement. To manage risk and improve performance, we utilize an integrated framework that builds upon the policies, strategies and standards that are developed and implemented across the Company. We expect safety engagement at all levels of the Company, supported by effective management systems that are fit for purpose and internal controls that include monitoring and reporting against relevant metrics.

To achieve this:

- Comply with all applicable laws and regulations.
- Ensure behaviour is aligned with our values – respect, integrity, teamwork, and accountability.
- Report and investigate all incidents, ensuring the learnings are shared and implemented across the Company.
- Actively involve employees and contractors in all areas of safety management.
- Implement safety and security performance standards and expectations for managing critical risks.
- Deploy training to ensure employees and contractors understand the controls for managing the risks.
- Measure and monitor our performance against the minimum safety standards.
- Maintain an appropriate safety assurance framework through a range of audits, reviews, and verifications against our standards.
- Develop, implement, and embed a focus on process safety and fatality prevention programmes.
- Establish, implement, and monitor critical control plans to manage our key safety risks.
- Expect our leaders to be visible and passionate champions for safety. They willingly accept accountability for the safety of everyone working in their teams and consistently set high standards through their behaviour, where everyone is committed to their own safety and the safety of their teammates.