

Health, Safety, Environmental, and Working Conditions General Statement

CSi Industries B.V. provides fully integrated material handling systems throughout the world. The core activities include design, development, sales, assembly, installation and maintenance of conveyor systems and palletising installations.

The policy for Working Conditions and HSE applies to all CSi Industries activities at our location in Raamsdonksveer, the Netherlands, as well as all activities carried out at customer locations under the responsibility of CSi Industries.

Who does this policy apply to?

This policy applies to all employees and contractors worldwide.

The Management Board takes full responsibility for and is actively committed to carrying out a policy regarding Working Conditions and HSE, focused on preventing accidents and personal injuries to its own employees, as well as subcontractors, temporary/hired personnel, and other stakeholders involved. The policy is aimed at eliminating hazards, avoiding risks, acting adequately in case of disasters, and preventing material and environmental damage.

What about local site policies and procedures, and other requirements?

This Group Policy supports local policies and procedures by providing a high-level framework in which H&S management systems can be developed and deployed locally. Detailed policies, procedures, and standards must be in place across individual sites, compliant with local safety legislation requirements. Where Group Policy sets a higher standard than local legislation requires, Group Policy sets the minimum standard for local procedures.

CSi's Commitment

CSi Industries is committed to providing a healthy and safe working environment, consistent with its own standards, customer demands, laws, and regulations. The importance of the context of the organization and its stakeholders is considered when implementing this policy. We will strive to eliminate all foreseeable hazards, ensure that occupational diseases, fires, and damage to possessions are prevented, and ensure the well-being of everyone involved.

In order to achieve these goals, CSi Industries will implement and maintain an occupational health & safety management system, which complies with the requirements of ISO 45001:2018. This system will continuously improve the safety culture and drive enhanced performance within all areas of operation.

This policy will be carried out through effective management, communication, and education, combined with proactive involvement from all employees. Our work is planned, managed, and monitored, and we collaborate with subcontractors and principal contractors to ensure the works are carried out without risks to health and safety.

What is expected of Leadership?

Directors and their site leadership teams (SLTs) are accountable for H&S performance, and must:

- Ensure that the policy is always adhered to.
- Demonstrate leadership by example, adhering to safety procedures, processes, and standards, and promoting these in their teams.
- Actively identify hazards and record near misses, taking appropriate action.
- Engage their teams in H&S performance improvement.
- Ensure H&S is considered in objective setting and decision-making.
- Recognize good H&S performance from employees.

Failure to follow this Policy

Failure to follow this policy may be subject to disciplinary action, up to and including dismissal. Examples of unacceptable behavior include:

- Deliberate breach of this policy.
- Failure to report a known breach of this policy.
- Coercion of others to breach this policy.

Governance

1. Leadership & Reporting:

Managing Directors are accountable for H&S performance on their site. Performance metrics and commentary must be made available monthly and presented to the Executive Leadership Team as part of the monthly update presentation. Qualitative and quantitative metrics will be aligned with the expectations set out in this policy to assess trends in performance against the desired outcomes.

2. Standards and Control of Risk:

CSi Industries maintains an H&S management system with defined standards, supported by a

Risk Management system, designed to identify, assess, manage, and demonstrate control of risk.

3. Assurance:

Internal auditors assess performance against the policy. In addition, where appropriate, external audits are also carried out by regulators or independent third parties. Audit actions raised will be monitored through the audit schedule to ensure effective completion.

4. Continuous Improvement:

CSi Industries operates an H&S community of practice, bringing together H&S professionals from each site in regular meetings to share best practices, learn from events, and identify, prioritize, and drive improvements that can be deployed globally. This includes developing standards in specific risk areas, processes, tools, and communication.

Continuous Engagement

The implementation of the policy will be under the direct responsibility of the Management Board, supported by designated personnel, managers, and employees. The Management Board will ensure that employee consultation and participation are facilitated, particularly through the works council, and will ensure that engagement is a regular part of the process. A continuous improvement of performance in working conditions, health, safety, and environmental matters, while identifying opportunities for further enhancement, will be actively pursued.

While carrying out their activities, all employees are required to abide by safety measures, proactively preventing risks based on established procedures, common sense, and this policy statement. Employees are encouraged to engage in dialogue with colleagues and managers about safety issues and report any deficiencies regarding Safety, Health and the Environment (SHE). These deficiencies will be immediately analyzed to identify and eliminate root causes.

The Management Board will ensure that the necessary resources for the execution of this policy are available and will guarantee full cooperation from all employees in carrying it out. The Management Board will consistently demonstrate commitment and responsibility regarding safety, personal health, and well-being for both individuals and the collective.

Health, safety, and environment start with yourself, out of respect for your family, relatives, friends, partners, suppliers, and colleagues.

Thus determined on 2nd of April 2026,

A.M. Ward
General Managing Director