

Title Vision-Values-SHEQ Policy-LSR-BS and PS Principles				Identifier GAA-001-001	
Document Type Anvisning	Relevant unit INOVYN Sverige	Verifier Carita Johansson	Approver Mikael Rogestedt	Revision 0	Valid to 2025-09-29

1 VISION AND PURPOSE

Vision

To create a globally competitive and sustainably profitable Company that generates value for shareholders and provides a safe and rewarding working environment for employees.

Purpose

To operate safely and make as much money as possible for INOVYN.

2 VALUES

- we are committed to safety, health and the environment as our top priority
- we are motivated by achievement and the delivery of ambitious targets
- we work together as a team, respect other points of view and challenge each other to achieve more
- we are totally committed to the success of the business and take full accountability for delivering it
- we welcome change and the challenges and opportunities it presents
- we act with integrity in everything we do, and are open and honest with each other

3 INOVYN Sverige SHEQ POLICY

INOVYN Sverige AB aims to be an industry leader in health, environment and safety in PVC and ChlorAlkali production. We ensure that our work processes and products meet the expectations of our owners, customers and wider society.

- Health, environment and safety has the highest priority and must be taken into account in all situations. This is our No1 Priority.
- We meet all relevant legal requirements applying to our business.
- With new targets, action plans and allocation of resources, we continuously improve our work in safety, environmental impact, energy consumption and customer satisfaction.
- We continuously improve our working processes to meet our stakeholder's expectations and to optimize our resources.
- We provide a safe and developing work environment that includes and involves our employees.
- We consider energy and environmental impact in construction and procurement and work with suppliers that support our policy and values.

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4 LIFE SAVING RULES

1. Work at height

Rule: Persons working at height must use proper fall protection

2. Live equipment

Rule: No work on live equipment/machines to commence without proper authorisation

3. Confined space

Rule: No entry to confined space without authorisation and gas test

4. Lifting & hoisting

Rule: No unauthorised person to enter the defined danger zone where objects can fall

5. Safety critical devices

Rule: Safety critical devices/interlocks must not be disabled or overridden without authorisation

6. Alcohol and drug abuse

Rule: No consumption or being under the influence of alcohol or drugs on Company property

7. Smoking

Rule: No smoking outside of dedicated smoking areas

5 SAFETY PRINCIPLES

INOVYN has adopted 20 rules for controlling of behavioural safety and process safety which are developed by INEOS.

INOVYN shall always work to secure its facilities and prevent personal injury through technical solutions as far as possible. The organisation fully supports this approach. The scope applies to all aspects, from process safety to personal protective equipment. The last safety barrier is the personal protective equipment. The principles below describes the minimum requirements for this work.

Behavioural safety principles

- 1 We believe all incidents and injuries can be prevented
- 2 Everyone's first responsibility is to ensure they work safely
- 3 Everyone has the duty to stop work if they feel the situation is unsafe
- 4 The expectations and standards are the same for everyone on the site
- 5 Rules and procedures must be observed and respected
- 6 We should look out for each other's safety and unsafe situations
- 7 All injuries and incidents/near misses must be reported and investigated

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- 8 Risk assessment must be carried out prior to, during and on completion of work
- 9 All team leaders have a special responsibility for promoting and upholding these principles
- 10 We must always work within the limit of our competency and training

Process safety principles

- 1 The asset operating manager is responsible for its overall integrity
- 2 The asset engineers are responsible for maintaining the asset and protective systems integrity
- 3 The responsibilities in the organisation for defining and maintaining the correct operating envelopes must be clear
- 4 Operating procedures and envelopes must be observed
- 5 Any changes must be properly risk assessed and subjected to MOC procedures
- 6 Process hazards are systematically identified, risk assessed, reviewed and managed
- 7 All assets must be subject to periodic inspection designed to ensure their integrity and the reliability of their protective systems
- 8 Operations must always place the safe operation or shutdown of the asset ahead of production
- 9 When in doubt the asset must always be taken to its safest state
- 10 We have emergency plans based on assessed risks which are regularly tested

6 TOTAL PRODUCTIVE MAINTENANCE (TPM)

To develop towards a competitive and profitable company and contribute to a safe and rewarding work environment, all employees should be engaged and cooperate, be willing to change and set ambitious targets.

In TPM groups, all employees have the opportunity to contribute to continuous improvement of the business, largely through a focus on 5S. All employees should be part of a group and the above mentioned values are important factors for the group's work.