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## 3A Inc. HSE (Health, Safety and Environment) Policy Statement

At 3A Inc. we are committed to responsible business practices and we aspire to zero harm to people and no adverse impact on the environment. We will implement, develop and drive for continual improvement in our HSE practices for a sustainable future.

Our company standards include the following practices:

- Identify, assess and manage the risks to employees, contractors, communities and environment;
- Comply with national and international applicable legal and other requirements;
- Provide a safe and healthy workplace and preventing pollution;
- Leaders at all levels are HSE role models and must lead by example;
- Reporting and managing the risks are duty for all;
- Provide relevant HSE training for employees, contractors and host communities;
- Re-occurrence of any incident will not be tolerated and corrective action shall be completed immediate after incident investigation;
- HSE performance of individuals will be reviewed, assessed and managed as needed on a quarterly basis.

Every party is accountable for meeting their obligation to a safe and healthy work environment and every party is responsible to reporting and managing risks as they identified.

Should any shortfalls of the company's HSE policies be identified, measures shall be taken to rectify.

*Approved by: AEW  
Nature of change: original issue*

*Original Date: 7/12/24  
Change Date: n/a*