

## Policy on Safety Health and Environment

**TCL Packaging Limited is committed to operations and practices which prevent harm to people and damage or disturbance to the environment, property and to the quality of life of the local community. The following principles for safety, health and environment (SHE) resulting from the company's ethical conviction take precedence and apply throughout the organisation.**

We actively manage SHE as an integral part of our business and operations practices, and apply comprehensive SHE management systems which confirm to international standards including BS EN ISO14001:2015.

We require all management and employees to comply in their area of responsibility with the applicable laws, statutory and non-statutory guidance, and the specific internal and external SHE requirements.

We strive to minimise the environmental impact of our operations and business practices as well as to optimise the use of natural resources by our processes and products and prevent pollution. We commit to avoid, reduce or control waste and wherever possible renewable materials are sourced at all levels of the organisation. Waste materials from processes are recycled and suppliers and customers are encouraged to select materials that are renewable and / or recyclable and to minimise the need for landfill use. Continuous efforts are made to develop and implement solutions towards our sustainability and emission reduction goals.

We will maintain a safe workplace environment for our employees and provide appropriate information and training to increase their skills and promote their safety, health and environmental awareness. We believe that all accidents and incidents are preventable. A comprehensive risk assessment approach will be used to prioritise actions. All employees are provided with 4 key elements – Information, Instruction, Training and Supervision. All employees have a fundamental responsibility for SHE matters at work by working in a manner that does not compromise themselves or others and to report unsafe acts, near misses and injuries to management.

We are committed to continual improvement of our SHE performance and measure progress by specific SHE performance indicators which are reviewed at board level. We promote measures to increase the eco-efficiency of our investments and optimise our SHE costs, while maintaining technological competitiveness.

We operate processes, apply technologies and develop and handle products which are assessed for their SHE risks. Safe handling, use and correct storage of products is to be guaranteed internally as well as communicated externally. New or modified processes and installations must be subjected to a systematic risk assessment prior to introduction.

TCL Packaging Limited assures against the inclusion of hazardous chemical substances in its products as defined by legal and/or specific customer requirements. This assurance is maintained by mutual cooperation with suppliers and sub contractors.

We have emergency procedures and contingency plans in place to control and to limit the impact of SHE incidents and threats.

We periodically audit our operations, business and management practices with regard to SHE performance and compliance through independent experts.

We openly communicate and provide information on our SHE performance to our employees, customers, shareholders and investors, governmental authorities and the public at large.

The Managing Director has ultimate responsibility for SHE performance and will ensure implementation of this policy. Specific responsibilities are defined in the company management procedures.

A handwritten signature in blue ink, appearing to read 'Mark Clayton', with a stylized flourish at the end.

**Mark Clayton**  
**Director**  
**14<sup>th</sup> May 2018**