

Safety, Health and Environment (SHE) Policy

Date : September 1, 2025

Review: Annually

IGM is committed to provide a safe, secure, and healthy work environment for its employees, contractors, and the surrounding communities, and minimize the impact of its operations on the environment. It is our ambition to create a zero-injuries and zero-incidents work environment.

In addition to compliance with legislation and regulatory requirements our objectives under this policy are :

- Ensure that all activities across the value chain are in line with our Life Saving Rules, operational SHE procedures and guidelines to protect the safety of employees, contractors, customers, environment, and communities where we operate.
- Improve the energy efficiency of our operations and consider the use of renewable energy where feasible, limiting Greenhouse Gas emissions and achieve our 2030 reduction target.
- Identify and implement initiatives to improve the water consumption efficiency of our operations.
- Prevent or minimize waste generation from our operations encouraging to reduce, reuse, and recycle, and ensure disposal of waste that cannot be avoided in a responsible manner.
- Avoid pollution as a result of accidental releases to the environment. Should an incident occur, it will be reported and investigated, and actions will be taken to prevent reoccurrence.
- Monitor the SHE-impact of our products and review raw materials and processes to minimize the risk, use of raw materials, energy and water consumption, and waste generation.
- Focus on new products and technologies minimizing SHE-impact and GHG emissions for our customers and ourselves.
- Create awareness and provide relevant training on SHE-topics.
- Minimize impact from business travel encouraging the use of available communication tools.

Performance against our safety, health and environmental objectives and targets is monitored and reported on a monthly basis, and reviewed at board, executive leadership team and town hall meetings to improve our performance along key performance indicators defined as part of our sustainability strategy and senior management, management and sales incentive programs.

IGM Executive Leadership Team