



**CEMBRE**

## Company Policy

It is the general policy of Cembre Ltd to offer employees, shareholders, suppliers, both the neighborhoods and community and customers in world markets, products that meet practical requirements, national and international standards, including those on safety, contractual and environmental demands. Cembre recognises its compliance obligations and the contribution it can make, to minimise, any adverse impact its activities may have on the environment. Cembre also believes that high standards of health, safety and welfare management are an essential part of good business practice. The Company recognises its responsibilities to all its employees in accordance with the mandatory and statutory requirements, whether deriving from laws, national/international regulations or arranged by interested parties.

The company: designs, manufactures and sells electrical connectors and associated tools, cable accessories, marking systems, tooling's and products for railway applications. Tools for pressed joints for water, gas, steam, waste and HVAC related accessories. In house repair, refurbishment and calibration of tooling's. The company also implements an Integrated Management System in accordance with relevant standards and maintains high standards of Health and Safety (preventing accidents, injury and work related ill health by managing the health and safety hazards and risks in the workplace and striving for continual improvement). The company ensures it protects the environment and the community at large, by setting objectives and ensuring adequate provision of resources.

The following objectives have been set in order to achieve the above goals:

- Committed to maintaining certification to 9001:2015, 14001:2015 and 45001:2018.
- Continuous improvement and compliance with the Integrated Manual and Procedures
- Meet and exceed the needs of all interested parties to satisfy any applicable requirements.
- Conduct appropriate Risk Assessments (based on Quality, Environmental and Health and Safety issues) and ensure implementation of emergency procedures
- Continuous increase in efficiency and effectiveness in the management of processes
- Reduce customer complaints and non-conformities
- Seek continual improvement in key areas.
- Have a commitment to setting health and safety objectives & providing a framework for managing them, also consulting/communicating with employees – ensuring empowerment, involvement, participation and awareness
- Research and innovation to improve existing products and to propose innovative products that anticipate the needs of the market and our competitors.
- To protect the environment by reducing the environmental impact, energy consumption and the production of pollutants – ensuring continual monitoring and reduction
- Promote a wider understanding of environmental issues among employees inclusive of recycling material
- Integrate sustainability principles into the company's mission and values

To develop innovative products, adhering to code of ethics, conflict minerals, improving existing products, in terms of efficiency, safety, manufacture, simplicity, operator safety, economic and ecological processes. All employees have a responsibility, to the company and to each other, to behave and work in a safe manner, to identify potential hazards and to ensure that appropriate corrective/risk-based approaches are taken.

The Managing Director is responsible for formulating and implementing the policy. This statement is fully supported by all Managers in agreement with the Direction of the Group who will ensure sufficient resources shall be made available, in order to implement the policy.



5/2/25

Stuart Swalwell  
Managing Director

Dated: 01<sup>st</sup> February 2025

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