

Safety, Health and Environmental (SH&E) policy

In Heliox we care for people and for the environment, and we strive for a no-harm-to-anyone @Heliox working environment, as well in the office, at external work locations or at workplaces at home.

- 'We care' is the journey that leads us to an interdependent, caring, SH&E culture and high level of wellbeing for our employees, supported by our continuously improving SH&E standards, processes and governance.
- Our Sustainability agenda drives us towards a culture of protection of the environment, promoting the rational use of energy and natural resources, and to minimize emissions to the environment and preventing pollution.

As part of our SH&E policy, Heliox is committed to:

- Stopping activities and promoting to everyone to stop activities where there are unacceptable risks for safety, health or the environment.
- Including Life Cycle Management and SH&E principles into the design of our products, processes, equipment and infrastructure, leading to compliance with the latest health and safety standards and improved sustainability performance
- Evaluating all aspects of business to continuously identify the SH&E hazards, and to reduce related risks to acceptable levels via Risk Management tools and processes. This to addresses all aspects of safety, physical and mental health, and the environment.
- Benchmark our practices with those recognized as the best performers so we can learn and improve.
- Minimize waste, and to process waste in a safe and responsible manner.
- Continue improve the SH&E management system in order to improve on the SH&E performance
- Pro-actively monitor and assure compliance with all applicable laws, regulations, and our internal standards.
- Strive to operate our business following the principles of ISO 14001, environmental standards and ISO 45001 occupational health & safety standards.
- Communicate on SH&E matters in an open and transparent manner with all stakeholders.
- Ensuring all people within Heliox are trained and can comply with this policy.

- Encouraging all our employees to live in a safe and healthy way and behave with respect for the environment at work, at home and in their community.
- Always behave according to our SH&E Principles

It is the responsibility of management :

- To set the foundation for SH&E objectives and targets
- To live and lead the SH&E vision, policy and principles to ensure they are known, understood and complied with by everyone in our company.

All employees, subcontractors and visitors are required to comply with this policy, as a condition of employment, contracts with, or access to our facilities.

Michael Colijn, CEO Heliox

We believe that taking care of people and the environment is fundamental to the success of our business.

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All injuries and occupational illnesses can be prevented



Line Management is responsible for SHE



All hazards can be controlled



Safe behavior is a condition of employment



Field Checks must be conducted regularly



Employees must be trained to work safely



Rules must be followed



All deficiencies must be corrected promptly



Caring over employees, contractors, visitors is the core of our SHE policy.