

# Health, Safety and Environment Policy

FLSmidth is the full flowsheet technology and service supplier to the global mining and cement industries. We help our customers to improve performance, lower operating costs and reduce environmental impact. In mining, we provide the complete technology portfolio for process plants for key commodities, including copper, gold, nickel, lithium, zinc and iron ore. In cement, we provide the core products for the production of green cement.

Sustainability is a key focus area of FLSmidth's business strategy, creating a solid foundation for achieving excellence within environmental, social and governance (ESG) performance. Health, safety and environment (HSE) is not only an important element of ESG, but also a core element of our success, contributing significantly to our ability to be a responsible corporate citizen and an attractive proposition to investors, regulators and employees.

We are committed to achieving zero harm to our people, subcontractors, the communities in which we operate, and to our surroundings and the environment. We achieve this through a strong culture in which employees feel a holistic sense of safety and well-being and are empowered to act in accordance with good safety behaviours. We embed this culture and the necessary behaviours through a range of strategic initiatives, including our Leadership Compass methodology.

Similarly, our company values of *Trust*, *Empowerment*, *Accountability*, *Collaboration* and *Honesty* lay the foundation for our HSE culture. For example:

- *Collaboration* between employees, subcontractors and customers is of the utmost importance for HSE performance. Teams must work together across the business and beyond, using their combined skills to create more sustainable solutions.
- *Accountability* involves encouraging colleagues at all levels of the organisation to identify and speak up about relevant issues to promote effective safety and well-being behaviours. We support this through visible leadership, employee engagement and open dialogue.

Our duty of care encompasses both physical safety and personal well-being, and we offer various mental health and stress management programmes to help improve the quality of life for our employees and ensure a productive, healthy workplace.

Environmental management activities focus on reducing emissions, waste production and water consumption. Circular economy principles guide our waste reduction activities, including more reuse, recycling, repairs, remanufacturing and leasing.

Our HSE organisation supports our business lines and manufacturing organisation in line with the business strategy and structure. Supporting this are our robust HSE management system and objectives, which enable us to continuously monitor and improve performance. FLSmidth complies with international standards and industry best practice, and we aim to:

- Comply with applicable legislation and other requirements
- Eliminate and minimise HSE hazards and reduce risks
- Minimise consumption, emission, and waste
- Promote a HSE culture where we take preventive and proactive actions to care for each other
- Implement continuous improvements
- Integrate HSE considerations in decision making throughout the value chain
- Engage with our suppliers to improve their HSE performance
- Maintain open and honest dialogue with stakeholders to strengthen collaboration

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