



SILICON Quality, Health, Safety and Environmental Policy Statement

SILICON is a family owned corporation dedicated to the improvement of Rapid Arc Welding (RAW) services in the global refractory industry.

The quality, health, safety and well-being of our personnel, partners and our environment are our highest priorities. SILICON aims to integrate Quality, Health, Safety and Environment (QHSE) awareness, responsibilities and regulations into all of our operations.

To realize our commitment to the SILICON QHSE Policy, we will:

1. Strive to be an incident-free organization, at home-sites as well as client-sites.
2. Provide qualitatively sound, healthy, safe and environmentally friendly working conditions by effectively implementing this policy statement.
3. Ensure all of our employees are trained on the SILICON QHSE policy, thus having the knowledge, skills and tools they need to work in a qualitatively sound, healthy, safe, and environmentally friendly manner.
4. Apply systemic risk management, according to the law, to the full scope of our operations, products and services, internally and externally, to prevent incidents and continuously improve our QHSE policy.
5. Establish measurable objectives and targets, based on our identified QHSE risks to continuously evaluate and improve our QHSE performance to the end of learning and improving.
6. Comply with relevant QHSE legislation, regulations and standards in addition to specific local client regulations.
7. Carry out our operations following the PDCA method throughout all layers of the organization, in alignment with Core Value Continuous Improvement.
8. Include QHSE in employee evaluations, appraisals and rewards.
9. Ensure managers, supervisors, and team leaders lead by example in all QHSE matters.
10. Involve and engage our employees in QHSE matters effectively, transparently and with integrity (Core Value), thus stimulating two-way participatory interactions and ideas for improvement from all layers of the company.
11. Conduct and report incident investigations according to standard and when required local procedures, with the identification and implementation of preventative measures as main purpose.
12. Conduct periodic audits of, and update, all QHSE requirements.
13. Ensure the availability and use of the necessary resources needed to fulfill the commitments stated in the policy.
14. Promote a "Safety First and Quality Focus" culture among SILICON personnel, based on our Core Values, in which all employees contribute to the safety of their colleague(s) and the quality of our processes and procedures.
15. Lead our industry by example in Safety and Quality Excellence.

This policy applies to all SILICON employees, contractors (freelancers) and other representatives.

Date: 1 September 2023
Niels van Gemst
Knowledge and QHSE Manager

Date: 01-09-2023
Sylvia Garot
Member of the Board