

HIGH RISK WORK POLICY

Erca Wilmar Cosmetic Ingredients Sp. z o.o. is rapidly growing global business with high risk work being undertaken regularly throughout our upstream, downstream and construction sites. Many of our conversion process use or produce flammable or explosive substances.

Most of the major incidents we have experienced have been due to failure to identify hazards and/or follow procedures in carrying out this work .

The purpose of this Policy is to clearly state it is Erca Wilmar Cosmetic Ingredients' intention to reduce injury and save lives by stringent application to the Erca Wilmar High Risk Work standards. It is the responsibility of regional and site leadership to ensure these standards are applied in the field.

In Erca Wilmar Cosmetic Ingredients Sp. z o.o.:

„No job is so urgent or important that we cannot take the time to do it safely”

All sites will identify areas where certain high risk work, such as hot work is NOT PERMITTED and enforce the control of these areas.

Where high risk work is permitted site leadership must first ask if there is an alternative. Can the work be done another way? If the work is entirely unavoidable, the following requirements are mandatory:

- All personnel involved (whether contractor or employee) must be trained and competent
- A risk assessment is completed, with control measures implemented
- A permit to work (PTW) must be completed
- The final authorizer of the PTW must physically check in the field that all controls agreed are in place. Permits should not be signed off in the office

Erca Wilmar Cosmetic Ingredients' Safety Disciplinary Policy may be applied whenever there is a breach to this policy.