Group HSE Policy

Health, Safety & Environment ("HSE")

McBride is committed to achieving a long-term and sustainable business in line with our vision of extending our position as the leading value producer of everyday consumer hygiene products. McBride recognises that the success of our business is dependent upon the wellbeing of our employees and the impact of our activities on the environment.

The Group HSE Policy describes how we manage this responsibility:

1. **McBride Leadership:**
   - Applying a consistent and zero-tolerance approach to non-compliance with individual HSE policies and standards.
   - Providing the resources to translate HSE needs and expectations into SMART objectives and targets.
   - Providing resource to ensure that HSE management processes, systems, machinery, equipment, and buildings are kept up-to-standard.
   - Evaluating and reconciling the impact of business decisions, organisation changes and investments in HSE performance.
   - Communicating progress and celebrating HSE success both internally and externally.
   - Promoting consultation and participation of workers, employee representatives and stakeholders.
   - Providing safe and healthy working conditions for the prevention of work-related injury and ill health.
2. **Focus on the Needs and Expectations of Interested Parties:**
   - Ensuring close collaboration and understanding, as requirements evolve.
   - Complying with all applicable legal and regulatory requirements, with all other requirements arising from the significant expectations of relevant interested parties (Obligation of Compliance), as well as corporate policies, standards, procedures and industry standards, that relate to the health and safety and the environment.
   - Determining actions to identify and eliminate hazards and reduce risks.
   - Determining actions to identify its environmental aspects and associated impacts to prevent or mitigate associated effects.
   - Protecting the environment and taking suitable action to prevent pollution that may have an adverse effect on the environment and the communities in which we operate, including potential impacts related to climate change.
3. **Continuous Improvement:**

   Continuous improvement is integral to HSE performance and McBride takes every opportunity to continuously raise the standards of its HSE processes and systems. It does this by:
   - Applying a proactive, preventative, systematic and risk-based management approach to eliminate health and safety hazards, environmental impacts, reduce HSE risks, and support change.
   - Ensuring consistency and visibility of HSE standards, processes, and performance indicators.
   - Inviting regular independent external audits of industrial sites, by accredited agencies.
   - Investigating all complaints, non-conformities, environmental events, incidents, accidents, and occupational health issues.
   - Identifying and determining actions to address HSE risks and opportunities.
4. **HSE is Everyone's Responsibility:**

   McBride ensures that HSE is the responsibility of all its employees, who are required to:
   - Strictly adhere to individual company policies applied across the Group, without compromise.
   - Raise awareness and share experience and good practices across all locations.
   - Provide advice, information, training, instruction, and supervision to minimise risks that would jeopardise the health and safety of our employees.
   - Ensure that everyone can work in a safe, healthy, and sustainable manner, and with good practices that minimise risks to people, assets, processes, and the environment.
   - Align with suppliers, who share in common the same values and HSE principles as McBride.

5. Responsibilities:

The Chief Executive Officer (CEO) is accountable for ensuring that the Group operates in accordance with this policy. Responsibility is delegated to the relevant divisional and central teams for ensuring compliance with agreed HSE practices and standards.

The divisional and central teams are responsible for monitoring adherence to the HSE Management System, working in conjunction with relevant outside agencies, including consultants, insurers, and national and local authorities.

Each divisional and central leader is responsible for ensuring that the HSE Management System is adhered to in their areas of responsibility and that policies and procedures are developed, which are in alignment with the standards outlined above.

All employees are responsible for adhering to the HSE Management System, and exercising personal responsibility to prevent harm to themselves, others, the environment, the communities in which we operate, and for stopping work if they feel the situation is unsafe.

6. Review:

This policy is published on the Company's website (www.mcbride.co.uk).

This policy is reviewed annually by the Board. This policy was reviewed and approved by the Board in July 2026.



Chris Smith
Chief Executive Officer