



HEALTH AND SAFETY POLICY STATEMENT

APRIL 2025

At Victrex, we recognise that the Safety, Health and Wellbeing of our employees is essential. Senior Management recognise the importance of conducting the business in a manner that ensures the Safety, Health & Wellbeing of all employees, contractors and visitors aligns with current legislation and codes of practice. We will ensure that appropriate arrangements are in place to comply with all legislative duties and to enable the pursuit of continuous improvement in its operations and management systems.

To help us in achieving our goals, we actively engage and consult with all our employees, customers and contractors to promote an effective, pro-active approach to everyone's Safety, Health and Wellbeing.

Employees and persons who work for or on behalf of Victrex are empowered to take responsibility and ownership for their own Safety, Health and Wellbeing within the business and that of others they engage with in the day-to-day running of the business. The business actively promotes and provides regular two-way communication in continuously improving on Safety, Health and Wellbeing matters throughout the organisation.

We have taken all reasonably practicable steps to ensure the Safety, Health and Wellbeing of its employees and others we engage with, or who are affected by, in the day-to-day running of the business and are committed to the following:

- A process to identify and report occupational and process safety hazards and risks to establish measures to adequately control and mitigate them
- Enhance competency through instruction, information, training and supervision to enable employees to do their job safely and effectively
- A wellbeing program, which includes a focus on mental health awareness
- Communication throughout the business
- A working environment that encourages and promotes safe behaviour
- A reporting line that enables employees to raise any concerns
- A formal process and management system which enables the company to comply with legal obligations and standards it is accredited to
- Annual objectives and targets against which the Safety, Health and Wellbeing performance will be monitored and reported

To demonstrate our commitment to the Safety, Health and Wellbeing of our employees and others who engage with us, we are committed to meeting the requirements of our Health & Safety Management system (SHEMS).

This policy will be reviewed annually to check its effectiveness and to ensure its relevance to the business.

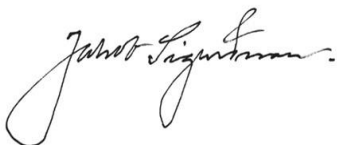
Jakob Sigurdsson
Chief Executive Officer

Victrex is committed to continuously improving its environmental performance and reducing its environmental impact. We relentlessly focus on providing sustainable solutions to our customers, and ensure our business and other activities meet sustainable development principles.

We prioritise responsible environmental stewardship in providing customers with products that contribute towards solving their sustainability challenges. We set measurable objectives and targets associated with our operations to enhance our environmental performance.

Seeking to minimise adverse environmental impacts, whilst optimising the use of innovation and technology in achievement of our strategy, we are committed to the following:

- Understanding the context in which our organisation operates, identifying internal and external influences that may affect our environmental performance
- Determining, understanding and implementing relevant environmental legislation and industry codes of practice to fulfil our legal obligations
- Developing adaptation and mitigation strategies against internal and external factors that could have adverse impacts on the environment or the business
- Setting business-wide objectives and targets appropriate to the nature and scale of our activities
- Maintaining and continuously improving our environmental management system and improving training of our employees in relation to environmental protection and performance
- Continuously improving environmental performance by monitoring and measuring improvement initiatives in relation to environmental pollution prevention, efficient use of resources and waste minimisation
- Proactively communicating environmental performance information regarding our operations and products to employees and other relevant stakeholders
- Protecting and enhancing the ecosystems, both within our site locations and the wider areas where possible
- Recognising the need for sympathetic restoration of operational sites and considering the character of the local environment and the concerns of the local community and other stakeholders when planning such matters
- Considering the environmental impacts associated with our products throughout their life cycle by efficient resource use
- Reviewing the Group's objectives and targets annually against the wider business strategy.



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Chief Executive Officer