

Group HSE Sustainability Policy

August 2021

The Board of De La Rue plc is committed to:

Addressing the risks associated with climate change and transforming our business processes to become a more 'sustainable enterprise'. By continually improving our product designs and processes and thereby improving our long-term profitability. As part of this journey we aim to maintain high standards for our Occupational Health and Safety and Environmental management systems.

Sustainability Aims overall:

We recognise and accept our responsibility towards climate change, societies, and communities, and aim to reduce our impacts to protect natural resources and continually improve our environmental performance.

- We will ensure adequate resources are made available to fulfil all aspects of this policy.
- The company EMS and OHS-MS processes identify and measure significant impacts and risks of our security component, printing and finishing operations and include energy consumption, effluent discharges, water and chemical usage and any waste generation.
- We aim to reduce the HSE impacts of our operations, any products, and services by using HSE good practice solutions.
- We will set our related objectives and targets on HSE and Sustainability areas using a 'material' risk-based process.
- We will report publicly on our Sustainability performance via our Annual Report and our public website.
- To achieve our Transform Sustainability aims we will also:
 - Consider HSE Sustainability aspects when changing business activities and processes, and also when developing and designing new products.
 - Continually develop and improve our internal corporate HSE processes.
 - Ensure that our main suppliers have proper HSE processes and policies.
 - Train and inform all employees of their individual and collective responsibilities contained regarding environmental sustainability.
 - Providing a clear definition of HSE responsibilities throughout the Group
 - Conduct annual managerial reviews of our HSE performance and review our policies.

Environmental Aims:

- To operate in a manner that protects the environment and continuously reduces the business's environmental impacts and prevents pollution.
- We aim to be compliant with all applicable environmental requirements (legal and other), and any site environmental permits.
- We will maintain a formal Group Environmental Management System ("EMS") compliant with the requirements of ISO14001.
- We aim to continually improve our environmental processes and reporting, staying aligned with good practices & best environmental options.

Occupational Health and Safety Aims:

- We aim to prevent accidents and ill health in all aspects of our operations and continuously improving our processes and practices relating to OHS. We also recognise the effective implementation of this policy requires cooperation and active involvement of employees at all levels, in all areas and in addition to consultation, which we support.
- We are committed to protect workers from reprisals when reporting near misses, hazards, or foreseeable risks.
- We require as an integral part of our processes that all our businesses be operated and managed to ensure a high level of protection for the health and safety of our employees, contractors, customers, and the public. In addition, we will work with our main suppliers and main contractors to ensure their health and safety processes are robust and we will advise on improvements where appropriate.
- We will identify, control and wherever possible reduce or eliminate health and safety risks associated with our activities and when developing and changing business activities, processes, and products.
- We will maintain a formal Occupational Health & Safety Management System ("OHS-MS"), compliant with the requirements of ISO45001.
- We aim to be compliant with all applicable health and safety requirements (legal and other), and any other national or local requirements.

Employees are required to:

- Cooperate with the Company to ensure compliance with applicable statutory requirements by working in accordance with the safety management system and safe working procedures.
- Work safely to ensure their health and safety and that of any other persons who could be affected by their acts and omissions and to report any areas where the existing safety arrangements fail to reduce risks to an acceptable level.

The Chief Executive, supported by the Executive Leadership Team, the Risk Committee, and the Group HSE Committee, are responsible for implementing and reviewing this policy and overseeing the improvement of the Groups HSE Sustainability performance.

This policy will be displayed on notice boards at each business location, on the Company intranet and internet sites and is also publicly available on our website for all interested parties.



Clive Vacher
Chief Executive