



Occupational Health and Safety Policy

At CMC, we believe health and safety is a significant contributor to excellent business results. Safety is a top priority, and we care for our employees by providing an environment where safety is a constant focus. Every day, we work to protect the physical and mental wellbeing of our employees and prevent all injuries, illnesses, near-misses, and fatalities to strive for zero incidents on an annual basis. Our industry-leading approach to safety is part of our Guiding Principles and is the foundation of all we do and what matters most to us.

Our total safety culture is fully integrated into our business and holds everyone accountable for recognizing, communicating, and, if feasible, removing unsafe hazards and conditions from the workplace. We are committed to:

- Providing the necessary resources to comply with all applicable legal and other requirements, with the goal of exceeding standards
- Reducing and eliminating risks by regularly evaluating and testing our health and safety procedures and emergency preparedness programs
- Encouraging active employee participation in the safety process and protecting stop-work authority rights
- Developing, implementing, and maintaining Occupational Health and Safety (OH&S) procedures, including our job-specific training, Safety Perception Surveys, Proactive Safety Program, and our global incident management system
- Evaluating compliance with all applicable OH&S procedures on a routine basis
- Leveraging data analytics to monitor health and safety performance and benchmark our results to ensure we are a leader in this space
- Investigating all incidents and concerns to achieve continual improvement in the effectiveness of our OH&S management efforts

This policy applies to all CMC facilities globally and extends to all stakeholders, including our employees, on-site contractors, and visitors. In addition, all suppliers are expected to comply with the safety standards outlined in our supplier code of conduct and our specific Occupational Health and Safety requirements while operating on site.

Please refer to our sustainability report for more information on our health and safety initiatives and performance, available at [esg.cmc.com](https://www.cmc.com/esg).