



IQE plc and its affiliated companies

Health & Safety Policy Statement

IQE senior management are committed to ensuring a high level of health and safety performance in all of its activities and recognises effective health and safety management contributes to the overall success of the business.

The Company's approach to health and safety will be based on the identification, control, and, where possible, elimination of risk to persons and the environment.

This policy and the associated documents provide a framework for the setting of occupational health and safety and process safety objectives by senior management, in consultation with workers. These objectives are intended to ensure the organisation's continual improvement in health and safety performance, striving to be incident and injury free.

IQE is committed to:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health;
- Ensuring health and safety considerations are integrated into the business planning and decision-making processes;
- Fulfilling any legal and other requirements, identifying and implementing best practice wherever practicable;
- Eliminating hazards and reducing occupational health and safety risks;
- Providing all employees, contractors and visitors with relevant information, operational controls and regular training on safety requirements to enable them to conduct their activities safely;
- Providing a positive safety culture in which every employee, contractor and visitor feels free to speak up about non-conformances or unsafe situations or any other health and safety related issue;
- Consultation and participation of workers, and their representatives, on occupational safety and health and process safety matters;
- Continual improvement of the occupational health and safety management system.

A handwritten signature in blue ink, appearing to read 'Dr A W Nelson'.

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Dr A W Nelson
IQE plc CEO/President
November 2020