

S0501SPUK

Global Health & Safety Policy Statement

Approved by: Christian Sauber
 Owner: Nichola Harrison

Date: 01/03/2026

We at Malvern Panalytical are committed to ensuring our staff are not exposed to unnecessary risk which may impact their health or safety. We are also committed to ensuring the health and safety of those who may be impacted by our activities and operations.

Our business purpose is to enable our customers to create a better world using our technologies. We want to do that in a way which is safe and healthy for our staff and those who may be impacted by our activities around the globe. By looking after our people, we can support the growth targets of our organisation.

Our values underpin our corporate strategy and create a framework in which we do business. Our values equally support us to look after our people.

Be true

- We are empowered to speak up when something isn't as safe or healthy as it could be. If you think there is an immediate risk to your safety or health or to that of someone else, stop work and speak to your line manager.

Own it

- We are all responsible for creating a healthy and safe work environment, whether we are at home, at a customer site or in our premises. We are accountable for our actions.

Aim high

- By continually improving, our culture moves forward and we take care of ourselves and each other. We share better ways of working and find solutions to hazards that could be controlled better.

Our Commitments

- As a minimum we will meet mandatory local health and safety legislation and other relevant regulatory requirements. We aim high by looking to go beyond these and implement a global standard where possible.
- We will ensure health and safety is a key part of our decision-making process. This will ensure we continually look for ways to improve our control measures of hazards.
- We empower everyone to be true and speak up if we believe an unsafe or unhealthy situation exists. We will stop work if we believe there is an imminent and material risk to our staff and others.
- We will own it by following processes and procedures and wearing the necessary personal protective equipment. If we don't know or understand, we will ask someone who does.
- Our global health and safety team are our subject matter experts. They will work with the business to provide advice and guidance on adhering to legislation and internal requirements. We will actively seek their opinions.
- We operate a no blame culture – when things go wrong, we will use that to openly look for ways to improve.

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C SAUBER (Mar 26, 2026 14:57:41 GMT+1)

Christian Sauber

President

We share responsibility for creating an environment that is healthy and safe and we take ownership of our actions.

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