

HEALTH, SAFETY AND ENVIRONMENTAL POLICY

We will achieve this through:

- Being committed to a “ZERO INCIDENT PHILOSOPHY”.
- Demonstrating safety leadership and supporting HSE as a line responsibility.
- Taking the time required to plan and perform operations safely, stop work if it is not considered safe.
- Maintaining a safe and healthy place to work.
- Actively promoting the use of the URBN Safety Management System.
- The personnel development of our people by training, coaching, mentoring and by promoting a safety culture that encourages open and honest consultation.
- Continuously monitoring and improving our performance.
- Continuously working to minimize the impact on the environment.
- Giving the employee and their elected representatives the opportunity to contribute in matters of importance to the working environment and safety.

Top management shall establish, implement and maintain the following requirements for HSE policy:

- The commitment to provide safe and healthy working conditions for the prevention of work related injury and ill health and is appropriate to the purpose, size and context of the organization and to the specific nature of its HSE risks and HSE opportunities;
- provides a framework for setting the HSE objectives;
- the commitment to fulfil legal requirements and other requirements;
- the commitment to eliminate hazards and reduce HSE risks;
- the commitment to continual improvement of the HSE management system;
- the commitment to consultation and participation of workers, and, where they exist, workers' representatives.

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Lawrence Elms
CHAIRMAN

19 February, 2019