



DuluxGroup Safety and Sustainability

A Future Without Harm

SAFETY, HEALTH AND ENVIRONMENT POLICY

At Dulux NZ we believe that all work related injuries, illnesses and environmental incidents are preventable.

Dulux NZ is committed to continuous improvement in Safety and Health, and our Environmental management system to enhance environmental performance. We will manage all our activities with care for people and the environment and will conduct our business for the benefit of society and without compromising the quality of the life of future generations. In particular we will:

- Strive to ensure facilities operate within all applicable laws, to the highest standards to protect our employees, contractors, neighbours and the environment.
- Continue to seek ways to efficiently use materials and energy and prevent pollution.
- All incidents or injuries that occur on site will be accurately reported and recorded.
- Sell only those products that can be produced, transported, stored, used and disposed of safely.
- a Provide appropriate information and/or training on the safe use and disposal of our products to our customers and consumers.
- Seek to develop new or improved products and processes to improve the contribution we make to the quality of peoples lives and to minimise the impact on the environment.
- Support employee participation and require every employee and contractor working for us to comply with relevant legislation and with this policy and provide them with the necessary training.
- Ensure all managers are competent in managing all areas of SH&E relating to our employees, and understand Health & Safety legislation applicable to their position.
- a Encourage employee initiatives that contribute to a safer and improved environment at work, at home and in the community.
- n Set challenging targets and measure progress to ensure we continuously improve our safety, health and environmental performance.
- o Remain committed to a safe and early return to work of those employees that have been injured or are ill, through the means of a rehabilitation programme. In such an event, of an employee becoming ill or injured, rapid and complete recovery can be enhanced by an effective rehabilitation programme which encourages early return to work consistent with medical advice.
- Ensure there are procedures for identifying and reporting possible sources of harmful work related stress, and systems are in place for managing stress taking into account the provisions of the Act.
- Communicate openly about our activities and report progress on our safety, health and environment performance.

We make this commitment to our employees, contractors, customers, shareholders and the community as we work towards our vision of "A Future Without Harm"

Paul Murphy

GENERAL MANAGER, DULUX NEW ZEALAND LIMITED

Date: 24 February 2026

This policy will be reviewed at least annually.