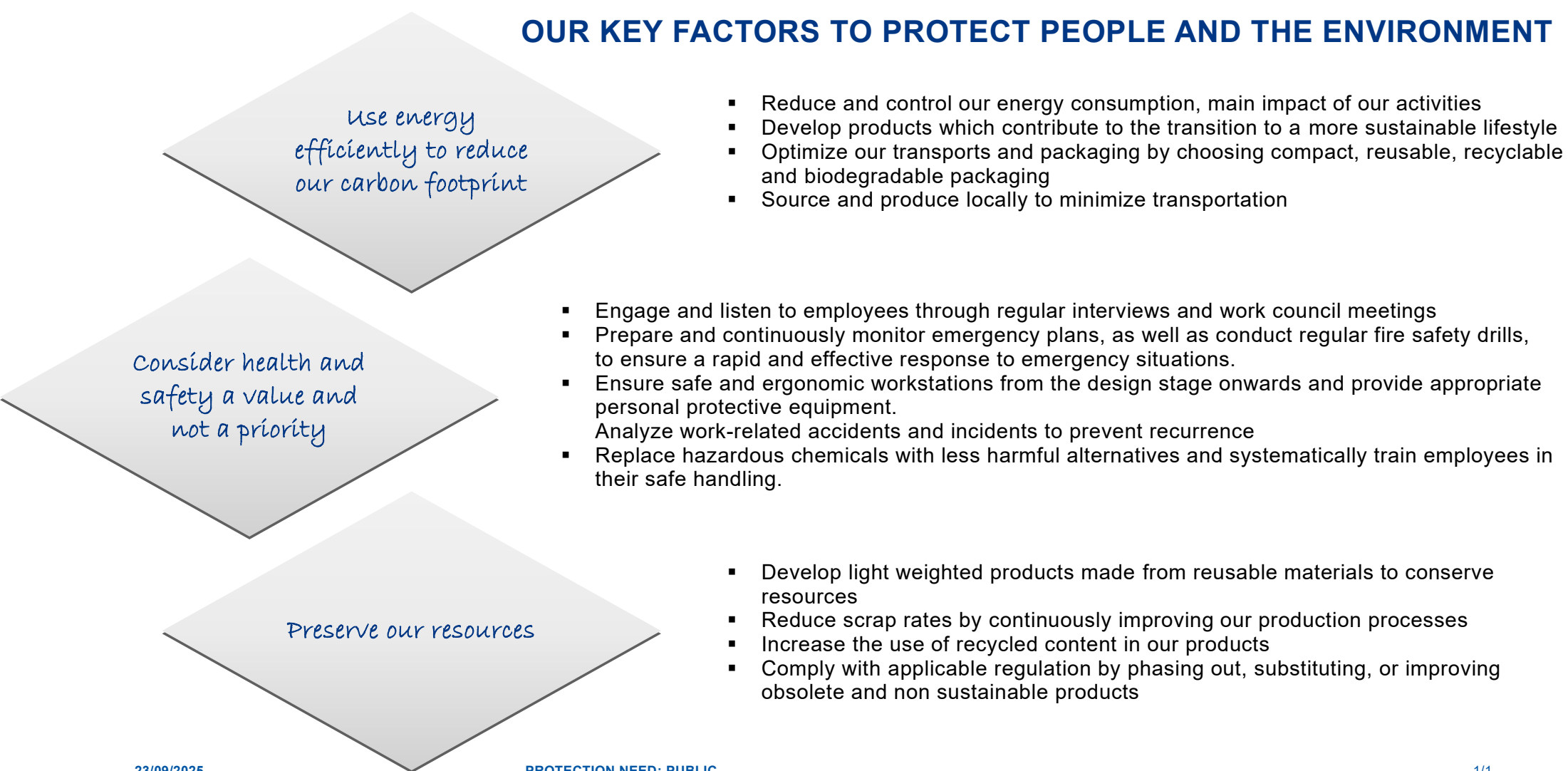


# ENVIRONMENTAL AND HEALTH & SAFETY POLICY

We see sustainability as an added value and integrate it into our strategy. We are committed to protecting the environment, preventing pollution, fulfilling our compliance obligations, preventing injuries and harm to health, providing the necessary resources, and continuously improving our management systems. This policy provides the framework for defining, implementing, and reviewing our objectives.

## OUR KEY FACTORS TO PROTECT PEOPLE AND THE ENVIRONMENT



*use energy  
efficiently to reduce  
our carbon footprint*

- Reduce and control our energy consumption, main impact of our activities
- Develop products which contribute to the transition to a more sustainable lifestyle
- Optimize our transports and packaging by choosing compact, reusable, recyclable and biodegradable packaging
- Source and produce locally to minimize transportation

*Consider health and  
safety a value and  
not a priority*

- Engage and listen to employees through regular interviews and work council meetings
- Prepare and continuously monitor emergency plans, as well as conduct regular fire safety drills, to ensure a rapid and effective response to emergency situations.
- Ensure safe and ergonomic workstations from the design stage onwards and provide appropriate personal protective equipment.  
Analyze work-related accidents and incidents to prevent recurrence
- Replace hazardous chemicals with less harmful alternatives and systematically train employees in their safe handling.

*Preserve our resources*

- Develop light weighted products made from reusable materials to conserve resources
- Reduce scrap rates by continuously improving our production processes
- Increase the use of recycled content in our products
- Comply with applicable regulation by phasing out, substituting, or improving obsolete and non sustainable products