

Health & Safety Policy



This Paulig Group Policy defines health, safety and wellbeing fundamentals which must be followed.

This Health & Safety Policy must be respected within the whole Paulig Group, and it applies to all personnel of all entities controlled by Paulig while performing duties at Paulig units and at offsite locations. It also applies to contractors, suppliers, and members of the public whilst at Paulig units. The application of this policy will be supported by corporate and local guidelines and procedures.

We want to ensure that all our employees and partners return home in good health after a safe workday, and we take all reasonable measures to support that goal.

We work diligently to maintain a healthy and safe working environment. We continuously work together with our employees and consult their representatives when needed to eliminate or mitigate risks to prevent occupational injuries and illnesses, avoid industrial accidents, protect the people, and promote our employees' overall physical, mental, and wellbeing. All Paulig employees have the Power to Stop when a person's health or safety is in danger.

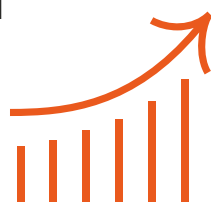
THE FOLLOWING HEALTH AND SAFETY FUNDAMENTALS ARE THE FOUNDATION OF PAULIG'S COMMITMENT TO SAFE AND HEALTHY WORKPLACE:

All Paulig's operations must comply with the applicable international (e.g. EU level), national and local laws and regulations, as well as with the provisions of this Policy, the Health & Safety Guidelines, and corporate procedures.



Paulig is an Alcohol- and drug free workplace, and it is forbidden to work under influence of alcohol or drugs.

Paulig's Integrated **Management System** dictates our operational approach to continuously improve our health and safety goals and ways of working.



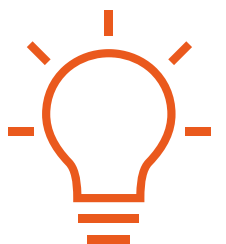
Health, safety, and wellbeing programs are included in **the annual planning process**. Measurable objectives are set to ensure continuous improvement of health, safety, and wellbeing performance.



Paulig expects each of its employees to participate proactively in **identifying risks** and to adapt their behavior accordingly. Education and training will be provided to ensure that all are prepared to perform their tasks safely. It is the employee's obligation to participate in these training courses.

Emergency response procedures to minimize the consequences for site personnel and surrounding communities must be established, maintained, and tested periodically at all Paulig sites. In case an emergency escalates to a crisis scenario, Paulig's Crisis Management Guidelines and procedures are respected.

Within Paulig, **communication** about all relevant health and safety aspects will be structured by Paulig's internal reporting process. The Paulig locations must have systems and local health and safety organizations in place to proactively communicate with employees, contractors and other stakeholders about health and safety.



Business Functions and Business Area management **are responsible for planning and resourcing operations** so that fundamentals of this policy and supporting procedures are possible to implement and that people's safety and health is not compromised at any stage. **Leaders at all levels are responsible and accountable for managing workplace health and safety.**

PAULIG