VPK Group Health and Safety Policy

Version	Owner (dept. or function)	Target audience	Approved by	Approval date	Review frequency	Reviewed topics
1	Group health and safety	Employees	ExCom	2019	At least every 3 years	/
2	Group health and safety	Value chain, employees	ExCom	April 2024	At least every 3 years	Added: scope, targets, resposibilities

I.   Introduction

Ensuring a safe, healthy, and motivating working environment is fundamental to personal well-being, efficiency, sustainable profitability, and growth.

II.   Scope

This policy applies to **all aspects of our operations under direct control**, **encompassing employees and contractors** across manufacturing sites, non-manufacturing sites (offices, R&D sites, and data centers), and logistics sites (warehouses and distribution centres). It also **extends to joint ventures** where operational control is exercised. Furthermore, we advocate for **partners in our value chain** to uphold the same standards outlined in this policy.

Our site operatives play a crucial role in fostering our safety culture. We expect compliance with site safety rules from all operatives and contractors, emphasizing mutual care for health and safety.

Every co-worker and contractor, irrespective of location or organizational level, shares responsibility in achieving our safety objectives. Success relies on the commitment of all.

III.   Commitments and objectives

Our employees are pivotal in realizing our company mission. As the executive committee, we call upon all employees to contribute to creating a safe working environment.

Establishing a safety culture is paramount, requiring all business units to embrace the core principles of our safety continuum.

To enhance our safety performance, our commitments include:
- Implementing our **6 steps for safety strategy** across all sites to foster a positive safety culture. We encourage managers and supervisors to promote safe behaviour and report unsafe practices or situations.

- Monitoring each company location's progress through the **five levels of our safety continuum.**
- Ensuring **compliance with legal obligations and additional requirements**. We engage stakeholders such as local authorities, employees, customers, and neighbours, actively communicating through reporting.
- **Transparently reporting** our annual progress against public goals.

IV.   Targets

Targets and key performance indicators align with the Group's priorities to maintain competitiveness, innovation, and ethical integrity. Priorities, shaped through stakeholder involvement, are integrated into the Group's strategy and three-year planning process to seize opportunities while mitigating risks to business.

Our **targets for the next three years** are:
- Achieving a near miss close out rate per site of 85%
- Reducing Lost Time Incident Rate below 6.5

V.   Responsibility and governance

The Executive Committee is accountable for implementation of this policy. Board-level oversees this policy.

KPI stewards: Group safety manager, reporting to the Safety Steering Committee and the senior management.

In execution, executive committee members and business unit managers commit to allocating necessary resources and providing clear information, instruction, training, and supervision across all facilities.

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