



Occupational Health and Safety (OHS) Policy

At PP Group we believe that both our products and the way we make our products provide us with the opportunity to contribute to people's working and living standards and to their development and wellbeing. One of our priorities is that our employees should be able to carry out their work in a healthy and safe manner. This is important not only for the quality of work, but also for the quality of life of our employees. Therefore sustainable employability is and will remain an important priority throughout PP Group.

In this policy, employees are understood to mean both employees who work for PP Group on the basis of an employment contract and workers who work for PP Group on a different basis (for example via an employment agency).

This occupational health and safety policy shows PP Group's commitment to providing all employees in our operations with a healthy and safe workplace. At a minimum we comply with all applicable local laws and regulations and aim to continuously improve health and safety performance throughout all of our operations as we believe that our long-term success is inextricably linked with the health and safety of our employees.

This group-wide policy outlines our individual and shared responsibilities for health and safety. It also establishes the global principles for PP Group's health and safety commitment and describes the expectations we have for our employees and management when it comes to health and safety.

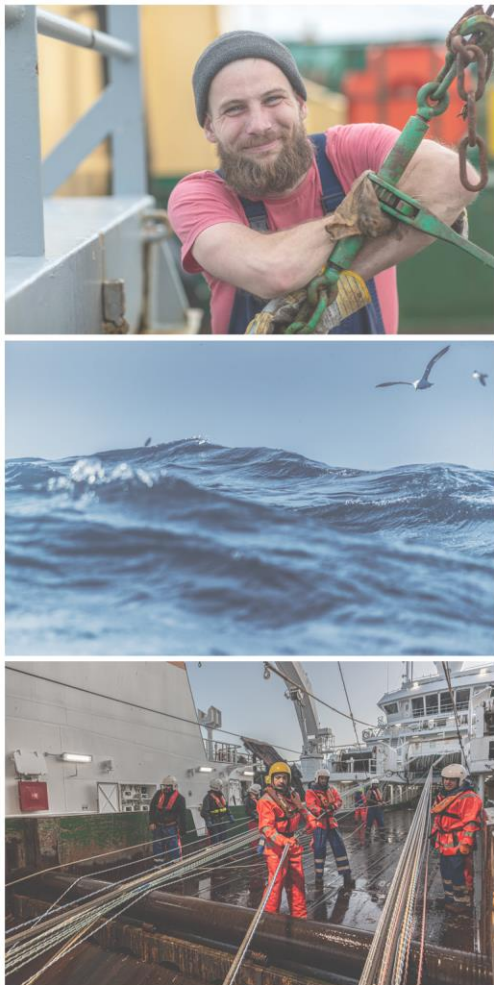
Commitment

At PP Group we firmly believe that every employee has the right to work in a healthy and safe environment. By trying our utmost to reduce any risk we strive for the best protection of all employees working in our operations; zero accidents is what we aim for.

PP Group is committed to providing and maintaining a healthy and safe working environment for all employees and especially recognizes the health and safety risks to vulnerable groups, such as migrant and temporary workers, older and younger workers, new and expectant mothers and workers with a disability.

Our efforts include having safety manuals, risk assessments and safety committees in place for all companies belonging to PP Group. OHS documents are made available to employees in languages that they understand, are tailored to the company and take into account the specific risks for vulnerable employees. Moreover, for PP Group our efforts also include the appointment of specialized safety coordinators and that they can carry out their work with support from management.

Our commitment does not only concern the health and safety of our own employees, but also the employees of contractors and visitors. The applicable





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OHS instructions and regulations therefore apply to anyone who is present at one of our locations.

PP Group's OHS global principles

1. All employees must be protected from sickness, disease and injury arising from their employment;
2. All applicable local OHS laws and regulations must be followed at a minimum;
3. All companies must have their own OHS policies and/or instructions and will be reviewed annually;
4. All employees will receive instructions and training on how to perform their job in a healthy and safe manner;
5. Protective equipment is available and properly maintained.

Responsibility

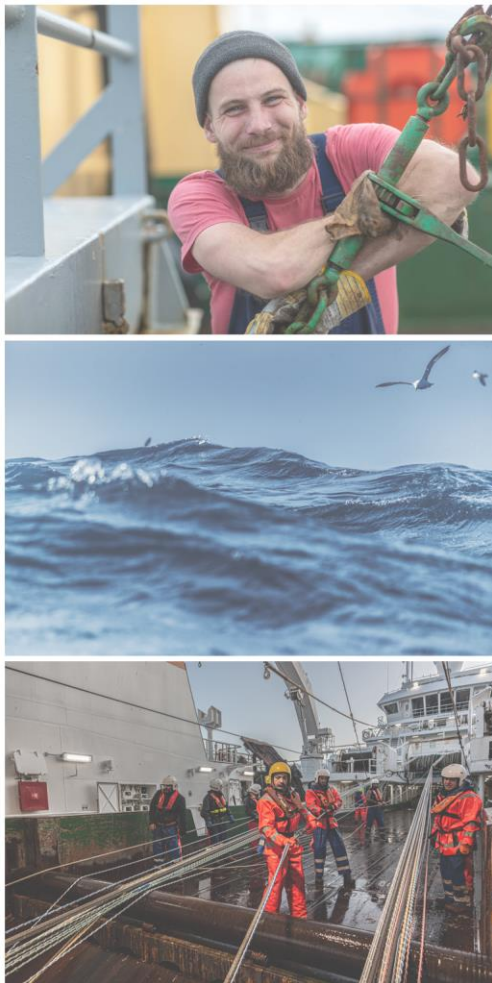
A healthy and safe working environment cannot be achieved without all those involved taking responsibility and accountability for both their and others health and safety. Health and safety is a joint responsibility and PP Group expects its employees, supervisors and management to actively contribute to providing everyone with a healthy and safe workplace.

All employees are expected to:

- Behave safely, follow safe work instructions and training and use personal protection equipment as required;
- Not perform work that they have not received training for or are not medically fit for;
- Familiarize themselves with the available evacuation plans and procedures, fire extinguishers and other safety equipment;
- Stop working when the task cannot be safely performed;
- Not be under the influence of alcohol, drugs or medicine that compromise safe working conditions whilst at or on their way to and from work;
- Report all (near) accidents, unsafe acts, unsafe conditions and other incidents (such as injuries, illnesses, spills etc.) to the responsible supervisor.

Supervisors are expected to:

- Establish, maintain and support a culture that promotes occupational health and safety, including prevention of harassment and violence;
- Identify hazardous situations, promote prevention and implement safety committees;
- Draw up, check and revise safety manuals, risk assessments and other relevant documentation together with local OHS manager(s) and employees;
- Supervise the way in which the work is carried out by employees and whether this is in accordance with the applicable health and safety laws and regulations;





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- Report and investigate all (near) accidents and other incidents (such as injuries, illnesses, spills etc.) via the appropriate channels;
- Regularly consult with and instruct employees, contractors and other stakeholders about (updated) health and safety laws and regulations as well as PP Group's own health and safety requirements;
- Ensure all employees receive information and training in health and safety relevant to their roles and activities, enforce instructions and correct unsafe acts and conditions.

Safety coordinators are expected to:

- Advise all employees on health and safety matters and support supervisors with their OHS responsibilities;
- Coordinate group-wide OHS activities;
- Monitor compliance with applicable laws and regulations as well as PP Group's own health and safety requirements;
- Resolve OHS issues, including leading investigations and implementing corrective measures;
- Conduct audits and inspections;
- Collect and analyze OHS data.

PP Group's management shall:

- Establish, maintain and support a culture that promotes occupational health and safety, including prevention of harassment and violence;
- Ensure protective equipment is available and properly maintained;
- Evaluate the performance of key performance indicators;
- Support employees and supervisors in their efforts for a healthy and safe work environment.

Questions?

If you have questions about this policy or wish to raise a concern please contact the CSR Department of PP Group via csr@pp-group.eu or telephone number +31 (0)71 789 00 00 (Monday-Friday during office hours).

This policy, our procedures and internal audits are designed to ensure that PP Group complies with all applicable laws and regulations and will be reviewed and updated on a regular basis to ensure that it remains current and effective.

**Approved by the board of PP Group
Valkenburg, 1 July 2022**

