



Sofina Health & Safety Policy

We are committed to ensuring the health and safety of our employees and anyone associated with our business.

We want everyone to go home to their families at the end of each working day without suffering any injury or ill-health resulting from their work with us.

This commitment contributes to business performance and drives continual improvement and engagement.

To achieve this:

- ✓ We will provide safe and healthy places of work and ensure full compliance with all relevant statutory provisions.
- ✓ We will ensure through the provision of adequate training that employees are competent and understand their responsibilities at whatever level they operate and discharge these with care and without risk to the health and safety of themselves and others who may be affected by our business activities.
- ✓ We will define every employee's individual role, responsibility and expectation in terms of safety performance with their line manager.
- ✓ We will ensure continuously improving safety management systems are in place, providing effective leadership, behavioural programs and promote a proactive safety culture.
- ✓ We will provide access to an Occupational Health team in order to ensure the health and wellbeing of all who work for us.
- ✓ We will proactively look after each other by all taking accountability for our own health and safety, and learning from any incident, injury or occupational ill-health.
- ✓ We will integrate health and safety into everything we do.

CEO Sofina Europe.

A blue ink signature of the CEO of Sofina Europe, written over a dotted line.

Date: 10/06/2024

Founder, Chairman and CEO.

A black ink signature of the Founder, Chairman and CEO, written over a dotted line.

Date: 11/06/2024