



Group Health and Safety Policy

OUR VISION

At kp, safety is a core value. By consistently applying our standards, managing critical risks, learning from events, and working together across all levels of the organisation, we will build a proactive culture where safe working is embedded into everything we do.

OUR MISSION

- Proactive leadership, Behavioural Based Safety, and continuous improvement of standards will create the environment we need to deliver our mission.
- We will conduct operations in compliance with all applicable laws and regulations, as well as in conformance with our own Health and Safety policies and procedures.
- All safety incidents will be thoroughly investigated by management in a timely manner.
- Our philosophy of positive feedback, collaborative teamwork, and the sharing of best practices will foster an educational and continuous improvement culture.

OUR SAFETY COMMITMENTS

Leadership

- Senior management is committed to making the resources available that are necessary to reduce risk and achieve our safety targets.
- Senior management is committed to leading by example.

Systems & Processes

- Behavioural Based Safety Observations are the cornerstone of a proactive safety culture and we will use the PASA audit as a leading indicator.
- Risk assessment is the critical method for risk identification and mitigation and as such we commit to ensuring that our people are equipped to carry out risk assessments and do so when required.
- Continuous improvement is vital to an effective Health & Safety management system. Our management system will be reviewed at regular intervals.
- We will maintain a clean and orderly environment for our employees, visitors, contractors and customers to work within.

Teamworking and Accountability

- Every employee will be properly trained and will commit to implementing our Safety policy.
- All employees will recognise their obligations to their own safety and that of their colleagues.
- All visitors, contractors, customers, and suppliers will be fully trained in our safety requirements prior to entering any of our facilities.



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ADDITIONAL POLICIES

We conduct our global operations in compliance with our company policies which are available upon request. This policy should be read alongside (as applicable): our Code of Business Conduct and Ethics; Anti-Bribery and Corruption Policy; Data Protection & Information Security policies; Diversity, Equity and Inclusion Policy, Labour and Human Rights Policy, Quality Policy, Supplier Code of Conduct, Sustainability Policy and Sustainable Procurement Policy and procedures; and relevant environmental management standards and site procedures.

ABOUT THIS POLICY

- **Scope:** This policy applies to all kp employees, and to contractors, agents, consultants or any others working for or on behalf of kp. Where there are local legal or regulatory requirements that are of a higher standard than the kp requirements, local requirements will take precedence. This policy will be monitored and reviewed regularly to ensure that it promotes best practice in the workplace
- **Communication and Responsibilities:** We will communicate this policy to our customers, suppliers, local communities and other key stakeholders. All employees are responsible for reading, acknowledging and adhering to this policy. This policy is published for general knowledge on the kp intranet and website.
- **Violations:** We have established procedures for employees to report any potential violations or possible risk. The procedures are outlined in the kp Code of Conduct. Whistleblowers are granted anonymity and protection from retaliation. Reports are handled confidentially (subject to legal requirements), assessed promptly, and tracked to closure with appropriate corrective actions.
- **Approval and revision:** The Safety Leadership team is responsible for updating and reviewing this policy every two years, and sooner if there are material changes to kp's risk profile, operations, stakeholder expectations, or relevant standards. The SVP, Operations (PHD) and SVP, FP Operations & SC are responsible for the final approval of this policy.

Revision Date	Document Authorizer	Document Initiator	Revision Details	New Review Date
April 2023	Alan Richards Chief Operations Officer	Philippe Freund Group Director Quality and Operational Risk	Reviewed and remains applicable – no amendments	April 2025
May 2024	Alan Richards Chief Operations Officer	Philippe Freund Group Director Quality and Operational Risk	Reviewed and remains applicable	May 2026
May 2026	Abby Daidone SVP, Operations (PHD) Steffen Kast SVP, FP Operations & SC	Kyle Hartman EHS Lead PHD Jack Cummins Safety Lead, FP	Policy reviewed and updated with new authorisers	May 2028

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