

HEALTH, SAFETY AND, WELL-BEING POLICY

SOPREMA considers the prevention and promotion of health, safety and physical and psychological well-being of its employees as a value and element essential to the operating and development of its activities.

For this reason, **SOPREMA** commits to take the necessary measures to ensure a healthy and safe workplace while aiming at constant improvement and excellence in its management practices.

In this respect, **SOPREMA** commits to:

- ensure laws, regulations, policies and internal guidelines in effect with regard to health and safety at work are observed;
- identify and assess risks to the physical and psychological health of its employees and to take all necessary means to eliminate, reduce or monitor these risks, the priorities being: lock-out, electrical safety, warehouse safety and training;
- promote healthy lifestyle habits, a work-life balance and beneficial management practices;
- integrate elements of health, safety and well-being at work in all company's decision-making procedures;
- ensure that all personnel have the necessary training and information to perform their work safely;
- foster awareness of employees and service providers to adopt safe behaviour at all times and engage them to show leadership and responsibility in this area;
- measure and assess our performances and objectives in health and safety and account for our results to stakeholders;
- ensure that managers take into account the health of workers in their management decisions in addition to promoting and encouraging the participation of their employees to the health and well-being programs offered.

This policy is reviewed each year and applies to all factory and office employees Drummondville and Richmond.

