

Health and safety policy of Verallia Group

Scope: This policy applies to all Verallia sites and stakeholders. Verallia sites implement actions to ensure a safe, healthy, and inclusive working environment for their employees, subcontractors, and visitors. The measures implemented vary depending on the existing infrastructure and local regulations, but are based on a common ambition: zero accidents, zero occupational diseases.

Governance: Health and safety are managed at every level of the organization.

- The Executive Committee validates the health and safety strategy and monitor key performance indicators.
- Industrial and EHS networks disseminate rules and guidelines, ensure consistency amongst the group sites and support projects and actions plants on each site.
- Managers and employee representatives embody this vision and integrate it into daily operations.
- External contractors are fully included and comply with the requirements defined in contracts and procedure on Verallia sites.

At Verallia, health and safety are a shared responsibility. Every individual, regardless of role or level, is accountable for their own safety and contributes to the collective safety of others. Participation in the health and safety approach is expected from all members of the organization. Safety is not delegated, it is lived, enforced, and improved by everyone, every day.

OUR PRINCIPLES

Ensuring the safety and health of our employees is a fundamental pillar of our industrial performance and CSR approach. Our management system complies with ISO 45001 or equivalent and is integrated into our EHS framework. It is based on prevention, regulatory compliance, and continuous improvement. All sites are engaged in a four-level maturity roadmap: reactive, preventive, proactive and autonomous, which guides their progress in safety culture. This road map includes a set of tools and practices designed to each level, such as structured safety routines, leadership coaching, incident analysis, behavioral observations, and employee engagement mechanisms.

At Verallia, safety culture is a living system that evolves through experience, feedback, and shared learning. It is continuously strengthened by proactive reporting, transparent communication, and collective involvement. All incidents, whether minor or major, are systematically reported, analyzed, and communicated to ensure clarity, responsiveness, and the sharing of lessons learned. These insights feed into our improvement cycle and reinforce our preventive actions.

Skills development is central to our approach. Employees receive risk-based training adapted to their context, including modules on first aid, emergency evacuation plan and procedure, hazardous substances usages and risk's identification and mitigation. Managers benefit from coaching programs to support safety leadership.

Within Verallia, safety goes beyond physical protection. Our ambition is also to create a culture built on ensuring psychological wellbeing at work. Our goal is to foster a workplace culture that prioritizes psychological health, prevents psychosocial risks,

and reflects what employees truly need. We implement actions focused on reducing stress, fatigue, and isolation, while encouraging open dialogue and awareness. Depending on each location, the policy provides manager training and clear crisis protocols and dedicated on-site psychologists, and a confidential hotline are available for support whenever needed, and regular monitoring with employee feedback ensures continuous improvement.

OUR MAIN LEVERS

Field risk detection and safe practices enforcement



Being present in the field is a cornerstone of our safety culture. It allows us to understand real working conditions, identify potential hazards, and foster constructive dialogue with teams. These interactions strengthen individual and collective responsibility and build the ability to act when risks arise.

Our guiding principles are based on:

- Reinforcing field presence through regular visits involving managers.
- Observing practices and behaviors to identify deviations and prevent risks.
- Encouraging open discussions with employees to raise awareness and promote proactive safety attitudes.
- Checking equipment condition and anticipating maintenance needs to ensure safe operations.

Compliance with safety standards and local regulations



Our safety practices are guided by a comprehensive set of internal standards, aligned with local regulations and applicable across all sites.

Among these, four key standards define our cardinal rules, which represent the foundation of our safety culture:

1. Never bypass safety devices.
2. Always wear personal protective equipment (PPE).
3. Use the right tool for the task, and
4. Apply the Lockout-Tagout (LOTO) procedure.

Since these rules apply to all employees and contractors and are enforced with zero tolerance, we focus on the following key guidelines to ensure consistent compliance:

- Audit the application of standards on each site.
- Monitor compliance levels and identify deviations through field observations and internal reviews.
- Require immediate corrective action plans for every deviation, with clear responsibilities and deadlines.

Risk analysis as the foundation of prevention



All Verallia sites must maintain a comprehensive risk analysis, which constitutes the foundation of their safety management system. This tool is essential for all managers, helping them anticipate risks, prioritize actions, and guide operational decisions. It is the starting point of any preventive approach and a key driver of continuous improvement.

To ensure risk analysis drives continuous improvement, we concentrate on the following practices:

- Conduct and maintain a risk assessment covering tasks, equipment, and workplaces.
- Use risk analysis as a reference for managers to anticipate and prevent incidents.
- Update assessments regularly and after any significant change or event.
- Translate findings into targeted action plans, training needs, and safety improvements.

Management of external contractors



We ensure that all external contractors working on Verallia sites are aligned with our safety standards. Their activities are prepared and monitored through structured tools and procedures to prevent risks and ensure safe execution.

Our commitments are:

- Provide Verallia's safety rules to all contractors before any site intervention and ensure they fully understand them.
- Evaluating non-routine activities through risk analysis and work permits to ensure safe conditions.
- Apply prevention plans tailored to each activity and contractor profile.
- Monitor compliance through field observations and corrective actions when necessary.

Management of hazardous substances and chemical products



We manage chemical risks rigorously to protect health and the environment.

This includes:

- Maintain updated inventories and safety data sheets for all substances.
- Monitor exposure levels and implement protective measures.
- Train employees on chemical risks and emergency protocols.
- Seek substitution or elimination of high-risk substances whenever possible.

Improving workstation ergonomics



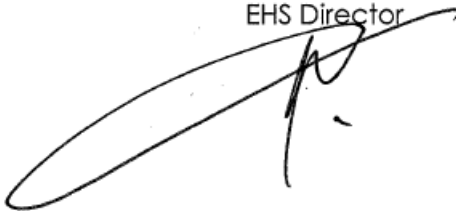
We aim to improve workstations to reduce physical strain, mental fatigue, and organizational stress. Ergonomics at Verallia includes posture, task flow, and cognitive load, with the ambition to minimize manual handling.

Our approach is based on:

- Evaluating workstations using physical, cognitive, and organizational criteria.
- Prioritizing ergonomic improvements based on risk assessments and employee feedback.
- Controlling noise exposure through regular measurement campaigns, ensuring compliance with regulatory limits, and committing to eliminate any non-conformity.
- Implementing solutions to reduce repetitive strain, eliminate manual lifting, simplify task flow.

By endorsing this health and safety policy, Verallia reaffirms its commitment to placing safety at the heart of our continuous improvement efforts and to empowering every employee to be a leader in building our safety culture.

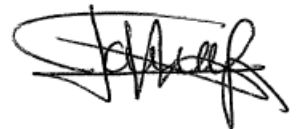
EHS Director



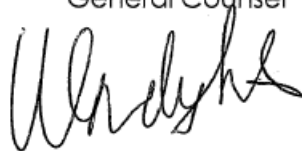
HR Director



Director of
operations



CSR Director and
General Counsel



Chief Executive Officer

