

## At All4Labels we set benchmarks for Safety, Health, and Environment (hereafter SHE) and are committed to:

- We give SHE highest level of importance.
- We promote a culture of Zero-Harm for people, environment, and assets.
- We minimize emissions and use resources efficiently.
- We comply with all applicable laws and regulations.
- We contribute to the societies in which we operate.
- We continuously improve competencies, processes, and workplaces.
- We allocate the necessary resources to meet our commitments.
- We foster a network of SHE professionals, facilitate innovation and knowledge exchange.

## Our Principles and Practices are:

- We empower everyone to act on this policy and actively contribute to SHE activities.
- We train and inform all employees to protect themselves and their environment.
- We encourage all employees to stop any unsafe act or condition.
- We assess SHE hazards and risks and apply reasonably practicable measures to mitigate and control.
- We report all incidents and near misses and undertake appropriate actions to prevent recurrence.
- We regularly monitor and follow up on SHE performance.
- We audit our SHE systems and full compliance with our SHE policy.



This policy applies to All4Labels - Global Packaging Group and all its subsidiaries.

  
Dr. Günther Weymans  
Chief Executive Officer

  
Gunnar Henschel  
Vice President Global SHE

This Policy was approved by the signatories on June 04, 2024, and is effective from the moment of its approval. In the event of discrepancies between the English and translated versions, the English version shall prevail.