

POLICY

Quality, Environment, Health, Safety, & Energy

VERSION 24.01

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1. PURPOSE

This Policy describes how our QEHSE approach fits into the overall Beckers strategy.

It is there to describe company commitments regarding QEHSE stakes and to indicate to all employees in which direction to concentrate their efforts to meet our Quality, Environment, Health & Safety and Energy challenges.

It is communicated to all employees and is expected that everyone understands it and embed it in company's processes.

2. REFERENCES

- ✓ ISO 9001,
- ✓ ISO 45001,
- ✓ ISO 14001,
- ✓ ISO 50001,
- ✓ ISO 14040/14044 and EN 15804,
- ✓ BLPS (Beckers Loss Prevention Standards).

3. RELATED POLICIES, PROCEDURES AND/OR GUIDELINES

ISO accreditations (9001, 45001, 14001, 50001, 14040/14044 and EN 15804) BLPS and Ecovadis.

4. EMPLOYEES WHO HAVE TO ADHERE THIS POLICY

All Beckers Employees

5. DISTRIBUTION LIST

All Beckers Employees

6. POLICY STATEMENT

The management of Beckers is committed to continuously improve quality, to ensure healthy, safe and hygienic working conditions for our employees, partners, contractors, neighbors and customers as well as environmental protection and lower energy consumption.

Our activities are aimed at ensuring customer satisfaction while protecting against accidents, health harm and environmental hazards for people who live near our facilities, work on our premises, and use our products.

Our goals are to provide the best working conditions possible and to minimize our local and global impacts on the environment in a continuous improvement process.

The Group CEO, with the support of the Executive Committee, undertakes the obligation to constantly work on improving working conditions and reducing the impact on the natural environment with a strong customer focus. This is achieved by setting long term goals and annual targets to reach them, monitoring the defined KPIs and establishing operational guidelines, procedures and rules for the protection of employees' health and the environment, in accordance with local legislation, advancements in science and technology, and industrial best practices.

With these goals in mind, our policy should:

- ✓ Aim to increase our customer satisfaction, improving and stabilizing our activities in product Quality Control via the design and implementation of the best practice solutions for the QC process.
- ✓ Comply with or exceed local safety, social security, and environmental protection requirements where we operate.
- ✓ Maintain an effective and systematic process for determining and adhering to annual improvement plans, based on a robust Global QHSE Management System, and translated into concrete solutions, and provide regular reviews and required follow-up actions, so everyone can daily seek and implement improvements.
- ✓ Focus on process improvement that contributes to healthier and safer working conditions for both our employees and customers, and to lower our energy consumptions, environmental (air, water, soil), biodiversity and carbon footprints.
- ✓ Provide appropriate and adequate trainings for all employees to ensure they can work safely and are able to contribute to QHSE performance.
- ✓ Develop more sustainable products and improve the classification of existing products according to the Beckers Sustainability Index and considering the whole life cycle considerations, including Life Cycle Analysis compliant with ISO 14040/14044 and EN 15804, when relevant to support the strategic decision-making processes for process and product innovations.

- ✓ Engage more in the circular economy at all steps of our activities: these range from the choice of raw materials to the reuse, remanufacturing, and recycling processes of our waste, through the improvement of product lifetime and resilience, and the end-of-life recovery of our products.
- ✓ Establish local QEHSE committees.
- ✓ Investigate and establish the root causes of all serious and potentially serious accidents and incidents and ensure effective communication throughout the organization to facilitate shared learning and risk reduction.
- ✓ Regularly conduct QEHSE audits to assess the effectiveness of our policy, system and performance, supported by external accreditation. Indeed, we gain in using ISO 9001, ISO 14001, ISO 45001, and ISO 50001 certifications as references to improve our operations.
- ✓ Work continuously to reduce the impact of our operations through the reduction of risks to our employees and neighbors, the reduction of Green House Gases emissions, waste generation, water consumption, local pollutions like leakages and spills at each of our locations.
- ✓ Work to create a culture in which employees take responsibility for their own safety, health, and wellbeing and that of their colleagues, and responsibility of their energy consumption and impact on the environment, by strategically identifying and avoiding high-risk behavior and promoting careful and ecological actions.



7. VERSION HISTORY

VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
21.01	Christophe Sabas (CEO)		EHS Policy updated due to change in EXCO leadership	P. Caly
24.01	Eric Gaertner	30 th April 24	1 st QEHSE Policy introduced	K. Keilig, N. Strehl & A. Mastari