




Global Policy

Occupational Health & Safety

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1 Executive Summary

To achieve our vision “Healthy environments for everyone, everywhere” Envu is strongly committed to Occupational Health & Safety to take care of the safety, health, and wellbeing of people, whether they are employees, contractors, visitors, or the communities around the world.

Health and Safety culture is fully aligned with Envu cultural traits:

- **One Team, One Dream:** HSE protection matters for each one at Envu. Every employee takes the needed actions to mitigate risks to improve their health and safety, the one of their coworkers. “HSE every day, everywhere”
- **Passion:** Health and Safety culture enables employees to improve and transform products, services, practices in a dynamic and positive manner, demonstrating passion in achievements
- **Start with the Customer:** We seek for constant feedback from our users to enhance their protection in using our products and services
- **Entrepreneurial Mindset:** every employee constantly adapts their practice to comply with Health and Safety legal requirements and meet Envu objectives

2 Purpose Statement

2.1 Policy Rationale

Our purpose “We advance healthy environments wherever people live, work and play” commits Envu to maintaining a safe and healthy workplace by identifying and managing risks. We must achieve compliance with all applicable external health and safety regulations on global, country, and local levels, and strive for continuous improvement in our safety performance. We want to make Envu attractive for employees, customers, stakeholders, and investors.

2.2 Risks to be Mitigated

- Prevent work-related injuries and illnesses for employees and affiliated sites contractors
- Prevent business interruption (Risk Management)
- Protect our reputation with internal and external stakeholders

2.3 Groups Affected

- Every Envu employee and affiliated site contractors
- Suppliers: tollers, subcontractors, logistic and warehousing partners

3 Policy Content

3.1 Policy Statement

The Occupational Health & Safety aims at protecting people every day, everywhere they work for our organization.

Risk Assessment and Hazards Control

- Conduct regular risk assessments for all activities performed by Envu employees or at Envu workplaces, including chemical handling in our laboratories
- Implement control measures to minimize or eliminate identified hazards
- Provide necessary engineering controls and maintenance of equipment, PPE, and safety equipment
- Provide preventive occupational medical care wherever applicable

Product development and field-testing safety

- Provide training on safe practices for Envu activities conducted in laboratories and outside the office
- Emphasize the importance of situational awareness and risk assessment while working in diverse environments

Supplier Engagement

- Work with our suppliers to encourage safe & occupational health responsible practices within our supply chain, including manufacturing, storage, handling and transportation to comply with regulations related to hazardous materials and prevent incidents and accidents

Driving safety

- Encourage safe driving practices for employees who are driving on duty
- Ensure that all vehicles used for professional trips are properly maintained and equipped with necessary safety features

Office safety

- Maintain a safe and ergonomic office environment to prevent common workplace injuries and occupational illnesses
- Conduct regular safety inspections to identify and address potential hazards in the office

Personal Safety Equipment

- Provide necessary personal safety equipment wherever needed
- Train employees in the proper use and maintenance of personal safety equipment

Emergency Preparedness

- Develop and communicate emergency procedures for office, labs and field situations
- Provide training on first aid, emergency response, and evacuation procedures

Health and Well-being

- Promote a healthy work-life balance to prevent burnout and stress-related issues
- Encourage regular breaks, hydration, and other wellness practices

Communication

- Provide tools to report safety concerns, incidents, and near misses or observations

- Foster safety awareness via various communication channels

Review and Improvement

- Regularly review and update the health and safety policy to reflect changes in operations, regulations, or industry best practices
- Encourage feedback from employees to identify areas for improvement

Product safety and stewardship are out of the scope of this Policy.

3.2 Roles and Responsibilities

Envu Leadership Team:

- Is responsible for providing leadership and resources to implement and maintain the health and safety program
- Ensures that all employees are provided with necessary training on health and safety procedures, including in chemical handling, use of machines and equipment, emergency response, and use of personal protective equipment (PPE) when appropriate

Envu Leadership Team appoints a Global QHSE Lead who has responsibility and authority for:

- Ensuring that processes required for Envu HSE Strategy and performance are set up, implemented, and continuously enhanced
- Reporting on the performance of Envu HSE and need for improvement
- Ensuring the promotion of awareness and adherence to HSE protection culture throughout the organization

Employees:

- All employees are responsible for following safe work practices, using equipment properly, PPE as required, and reporting any unsafe conditions or incidents promptly
- Participate in health & safety training programs and communicate potential hazards to supervisors

3.3 Implementation, Training and Control

QHSE team and Health & Safety contacts

- Ensure training on HSE procedures, fosters HSE culture adherence, controls and implementation through internal and external self-assessments and audits
- Provide ongoing education to keep employees informed about new regulations and best practices

4 Appendix

4.1 Definitions and Abbreviations

HSE Occupational Health & Safety, Environment

QHSE Quality, Health, Safety, Environment

4.2 References

Main references are listed below, but not limited to:

- QHSE and ESG objectives
- HSE monitoring, reporting and investigation
- QHSE tollers procedure
- QHSE Distribution Center procedure