



Global Policy
Occupational Health & Safety

Policy No.: 3.01 (Version 4.0)
Issue Date: 14 February 2025
Applies to (Region): All
Applies to (Department): All
Contact Person: Muriel Crapeel-Balas, Global Quality & HSE Lead
Approver: Ronan Stephens, Head of Product Supply

Signature of Approver:

Signed by:

D2A3F90024C64BE...

Contents

1 Executive Summary 3

2 Purpose Statement 3

 2.1 Policy Rationale..... 3

 2.2 Risks to be Mitigated 3

 2.3 Groups Affected..... 3

3 Policy Content..... 3

 3.1 Policy Statement..... 3

 3.2 Roles and Responsibilities..... 4

 3.3 Implementation, Training and Control..... 4

4 Appendix..... 5

 4.1 Definitions and Abbreviations 5

 4.2 References..... 5

1 Executive Summary

At Envu, our vision is "Healthy environments for everyone, everywhere." We are committed to the safety, health, and wellbeing of our employees, contractors, visitors, and communities. Our Health and Safety culture aligns with Envu's core values and our "Safety BY ALL" strategy, emphasizing that safety is everyone's responsibility.

2 Purpose Statement

2.1 Policy Rationale

Our mission, "We advance healthy environments wherever people live, work, and play", drives us to maintain a safe and healthy workplace. We aim to comply with all health and safety regulations and continuously improve our safety performance to make Envu an attractive place for employees, customers, stakeholders, and investors.

2.2 Risks to be Mitigated

- Prevent work-related injuries and illnesses
- Avoid business interruptions
- Protect our reputation

2.3 Groups Affected

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

3 Policy Content

3.1 Policy Statement

Our Occupational Health & Safety Policy aims to protect everyone, everywhere they work for Envu – in the laboratories, in the fields, in manufacturing plants, in the office or home office, while traveling, driving vehicles, etc.

Risk Assessment and Hazards Control

As per our Global Risk Assessment Procedure, we are dedicated to proactively assessing and managing our Occupational Health and Safety Risks.

Training, Awareness, and Communication

- Comprehensive training on safe practices, situational awareness, and risk assessment.
- Provide tools to report safety concerns - near misses, injuries
- Foster safety awareness through various channels

Suppliers Engagement

We encourage safe practices within our supply chain and with all of stakeholders

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
- Encourage regular breaks and wellness practices

Review and Improvement

- Regularly update the health and safety policy
- Encourage employee feedback

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

3.2 Roles and Responsibilities

Envu Leadership Team

- Provides leadership and resources for the health & safety program
- Ensures necessary training for all employees

Global QHSE Team

- Designs, implements and enhances HSE “Safety BY ALL” strategy
- Reports on HSE performance and improvements
- Promotes HSE culture

Employees

- Follow safe work practices and use equipment properly
- Report unsafe conditions or incidents
- Participate in health & safety training

3.3 Implementation, Training and Control

QHSE team

- Ensures training on HSE procedures
- Fosters HSE culture through assessments and audits
- Provides ongoing education on 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 procedures
- Safety Incidents monitoring, reporting and investigation
- QHSE Tollers procedures
- QHSE Distribution Center procedure