



Health & Safety, Environment and Energy Policy

Ontex – Here for you.

Our common commitment to Health & Safety, Environment and Energy, fully aligned with our Sustainability Strategy, is to:

- **Protect people by ensuring safe and healthy working conditions** through hazard elimination, risk reduction, safe equipment, ergonomic workplaces, and a strong safety culture.
- **Minimize environmental impact** by preventing pollution, minimizing waste, promoting circularity, protecting biodiversity, and managing resources responsibly across the entire product lifecycle.
- **Improve energy performance** by monitoring consumption, investing in efficient technologies, promoting responsible energy use, and supporting climate change mitigation and adaptation.
- **Implement, maintain and continuously improve an effective Health & Safety, Environment and Energy Management System** that ensures legal compliance, Specific – Measurable – Achievable – Relevant - Time-bound (SMART) objectives, regular performance reviews, audits, corrective and preventive actions, and robust emergency preparedness.
- **Allocate adequate resources, competence and governance** to ensure that all individuals working with us receive appropriate training, information and conditions to work safely and responsibly.
- **Strengthen people's involvement by encouraging active participation in risk identification and contribution to health & safety, environment and energy programs**, engaging in committees, and reporting unsafe conditions, near misses and deviations. Promote an open and transparent culture where everyone feels empowered to speak up and take responsibility for continuous improvement.
- **Ensure robust compliance with all legal, regulatory and internal requirements.** Maintain documentation, perform regular audits, monitor legislative changes, and take timely corrective actions to demonstrate full adherence to ISO standards, customer requirements, and internal governance.

This Policy applies to all Ontex sites and all individuals working with us. The Executive Management Committee ensures alignment with the Sustainability Strategy. The Policy will be reviewed regularly according to document control requirements.

Approved by: Laurent Nielly/ CEO
Date: 12/05/2026
Signature:

Approved by: Marco Querzolli/ Chief Supply Officer
Date:
Signature: