

# Environmental Health & Safety Policy



Tivoly Group is committed with the highest priority, to the health and safety of all their employees, and to respect the environment in a responsible and sustainable way.

## **Our commitments:**

### ■ **Health and Safety**

- Target towards zero accidents,
- Assess and reduce the risks at workstations, by drawing up annual prevention programs,
- Maintain a clean and healthy work environment to prevent illness.

### ■ **Environment**

- Assess and reduce our environmental impact,
- Identify potential pollution risks and implement related preventive actions,
- Reduce the volume of waste and improve recycling efforts,
- Optimize the use of natural resources,
- Develop products and packagings with an eco-design.

Each employee plays an active role in these commitments by:

- Being vigilant with regard to their own safety and that of their co-workers,
- Respecting the company's health, safety and environmental procedures and operating modes,
- Alerting the company as soon as an abnormal or risky event occurs.

Managers are responsible for ensuring that these commitments are respected by all their employees, and have a duty to set an example. This policy is implemented operationally by the Group's various entities, as part of a continuous improvement process, and in compliance with all local regulatory requirements.

