

Principles

The principles by which we operate on the market are stated in the "[Serioplast Group Manifesto](#)".

We consider Health and Safety on the workplace to be an essential aspect of our business activities and business performance, making it our primary goal to prevent the occurrence and severity of work-related incidents or illnesses. In every Country where Serioplast operates, we ensure compliance with the applicable laws and regulations for safe and healthy working conditions; in order to guide the continuous improvement of our facilities, we pursue structured action plans based on prevention, hazard identification and risk evaluation.

Stakeholders

We engage company staff at all levels of the organization to contribute according to their role and skills: everyone is responsible for their own safety, for that of others affected by their actions and is involved in the continuous improvement of Health and Safety matters.

- The management in Serioplast leads by personal example, putting Health and Safety first, when making strategic decisions. Their behavior should be a positive example to others.
- All employees take responsible care of their own Health and Safety and of that of others, reporting any Health- and Safety-related event to the management.
- All other workers involved in the business of the Serioplast Group must respect Health and Safety procedures. Serioplast ensures a safe and healthy workplace for all agency workers, contractors, subcontractors, suppliers, clients, visitors, and consultants. All of whom, upon accessing our facilities, are compelled to follow Serioplast procedures, maintaining a safe and responsible behaviour, taking good care of their actions.

Commitment

The Group promotes a strong Health and Safety culture, aimed at improving individual behaviour on the workplace. To such purpose we undertake to:

- Orient individual actions and company decisions to achieve individual and collective Health and Safety at work.
- Promote Safety training and education as a valuable and enlightening experience through which employees can actively participate in their own safety management.
- Enforce near miss identification, in order to take preventive and proactive measures.
- Identify hazards arising from our industrial processes, perform risk assessment, and take effective measures to remove, or where not reasonably practicable, to reduce and control such risks.
- Define and communicate organisational responsibilities for Health and Safety management.
- Monitor and review Health and Safety performance using appropriate measures and methods.
- Strive to achieve good working relationships with regulatory authorities, neighbours, clients, suppliers and stakeholders on Health and Safety matters.

Goal

Serioplast seeks to achieve a "Zero Accidents Culture" resulting for our employees in a SAFE today, a SAFE tomorrow, a SAFE year, and a SAFE career. Target "Zero" is only achievable by:

- Implementing the "SerioSafe Management System" inspired by ISO 45001 Standard to ensure a consistent approach to Health and Safety topics across company locations worldwide.
- Facilitating the communication among all operations on Health and Safety topics, implementing flows to cross-share strategic and crucial related information
- Enforcing the systematic accident & near miss root cause analysis and action plan definition.

This is Serioplast's baseline for ongoing sustainable growth, which builds on constant improvement processes, leadership by example, and promotion of good Safety practices globally.

The present document is assessed on a yearly basis by the competent functions during the Management Review.