



Cabka N.V. Health & Safety Policy

I. Foreword

The Cabka N.V. is an international group with subsidiaries in Germany, Belgium, Spain and North America (hereinafter "CABKA"). Through innovative solutions and continuous development, CABKA has made a unique name for itself with the high-quality and sustainable processing of plastic.

This information on Health & Safety (hereinafter "H&S") applies to CABKA, its divisions, operations, subsidiaries, or greater than 50 percent owned joint ventures.

II. Our core principle: Health & Safety of all our staff is our #1 priority

Physical and emotional well-being is basic to a healthy and happy life. CABKA is committed to achieve H&S excellence.

CABKA is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health which are appropriate to the specific nature of the H&S risks to which workers and others are exposed. CABKA complies with all applicable legislation and regulations, applying more stringent criteria than those required by law when we believe this to be appropriate. We aim to continuously improve H&S performance.

III. Our Commitments

H&S is a commitment shared by all employees at all levels of the organization. This Health & Safety Policy commits us to:

- improve the H&S culture, by providing clear and consistent leadership.
- identify hazards properly and assessing H&S risks and opportunities, including ergonomic risks in the workplace.
- ensure that workers are aware of relevant hazards and related occupational health and safety risks that can impact them, including those that might not be related to their individual activities. In particular, H&S related information such as emergency procedures and potential safety hazards should be made known to the worker and should be posted within the facility in a language well understood by the worker.
- utilize policies, procedures and standards to ensure proper management of our H&S risks in order to eliminate hazards and reduce occupational H&S risks.

- establish occupational H&S objectives that are linked to the occupational health and safety risks, opportunities and relevant performance criteria.
- identify opportunities for improvement, such as improved processes, to achieve continual improvement in the long term.
- ensure that processes for consultation and participation of workers include contractors and other interested parties.
- ensure our employees receive necessary and required training regarding H&S.
- implement a machine-safeguarding program including adequate training for workers.
- provide required personal with protective equipment and made easily accessible.
- establish and implement processes needed to prepare for and respond to potential emergency situations, including the provision of first aid.
- ensure that emergency exits as well as fire detection, alarm and suppression systems are always in place and operational. Fire and evacuation drills should be performed according to local law.
- Ensure that our employees exposed to hazardous chemicals in their workplaces have labels and safety data sheets and are trained to handle the chemicals appropriately.
- communicate our environmental commitment to our employees, customers, suppliers, communities, public authorities, industry partners and other interested stakeholders.

All CABKA employees are responsible for complying with the Health & Safety Policy. The Health & Safety Policy was approved by CABKA's Management on November 23, 2022.

Berlin, November 23, 2022



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