SFA GROUP

Health, Safety and
Quality of Life at Work Policy

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I.   Policy Objectives

Our foremost objective is to ensure the health, safety, and quality of life of our employees at the workplace. This policy aims to establish clear guidelines and commitments to protect the health and safety of all stakeholders, minimize environmental impact, and create a work environment that enhances the quality of life.

II.   Scope

This policy applies to all employees of SFA Group, as well as external partners, contractors, and third parties working at our locations or in contact with our products and services. It extends to all business units and entities within our company and impacts all workplaces and activities, regardless of location or function.

III.   Responsibilities

Management:
The management is committed to prioritizing health, safety, and quality of life at the workplace and providing the necessary resources and support for their implementation.

Employees:
All employees are responsible for adhering to applicable health and safety policies, reporting hazards and incidents, and actively participating in training and programs that promote health and safety.

Managers and Supervisors:
Managers and supervisors have the responsibility to ensure policy implementation within their areas, set safety objectives, and motivate and support their teams.

IV.   Health and Safety Priorities

Our commitment to health, safety, and quality of life at work encompasses a comprehensive set of priorities, including but not limited to:

Occupational Health:
The prevention of workplace injuries and illnesses is paramount. We aim to create a workplace environment where physical and mental well-being are prioritized, and employees and visitors are equipped with the necessary tools and knowledge to maintain their health and safety.

Environmental Health:
The SFA Group is committed to minimising the environmental impact of its activities and making a positive contribution to environmental sustainability in the following areas:

a. Waste management:

We are committed to the consistent separation, disposal and recycling of waste in accordance with applicable environmental laws and regulations to reduce environmental impacts.

Our goal is to reduce waste streams and promote the recycling of materials.

b. Energy efficiency:

The SFA Group continuously strives for energy efficiency in all its operations to reduce energy consumption and use renewable energy sources wherever possible.

Energy savings not only contribute to environmental friendliness, but also to cost reduction.

c. Promoting inventiveness:

We are committed to innovative products and processes that meet both environmental standards and technological requirements.

The SFA Group is committed to sustainable product development and the use of environmentally friendly materials.

d. Compliance with environmental standards:

The SFA Group is committed to complying with all applicable environmental laws and regulations to ensure that its activities do not negatively impact surrounding communities.

e. Continuous improvement:

We set a goal to continuously improve our environmental performance. Regular environmental audits and reviews are conducted to achieve our environmental goals and identify further opportunities for improvement.

Health and Products:
Beyond the functions they serve, our products and services undergo rigorous evaluation to ensure they have no adverse effects on the health and safety of our customers, users, and all stakeholders. Responsible product management is integral to our approach.

Promotion of Individual and Collective Health:
We actively promote the physical and mental well-being of our employees:

a. Access to health services:

Ensuring that all employees have easy access to medical check-ups and health services to enable early detection of diseases and preventive measures.

b. Flexible working environment:

Provision of flexible working hours or teleworking wherever possible to support employees' work-life balance and give them more control over their working hours.

c. Workplace ergonomics:

Ensuring that workplaces are ergonomically designed to minimise physical strain and injury.

d. Workplace health and safety measures:

Implementation of measures to protect workers from work-related hazards and minimise risks to their health and safety (PSE).

e. Health promoting environment:

Creating a working environment that promotes health and well-being, e.g. through green spaces and rest areas in the workplace.

f. Community activities:

Promoting community activities and team-building activities to support employees' social well-being and collective health.

Transparency and Dialogue:

We uphold a commitment to transparent communication with our stakeholders and engage in efforts that contribute to the sustainable development of surrounding communities. We believe in open dialogue and strive to be a responsible corporate citizen.

These health and safety priorities form the core of our commitment to creating a workplace that is safe, healthy, and conducive to an enhanced quality of life for all who interact with our operations.

This health and safety policy is also supported by awareness-raising and information campaigns targeted at affected populations. It also includes the provision of appropriate training and refresher courses for employees with responsibilities in the areas of health, safety, quality of life and working conditions.

Each SFA Group subsidiary and production site, in collaboration with the Group's General Management, shall implement the organisation that best meets the needs of the populations affected by its activities and its own risks, in accordance with the Group's CSR progress plans.

In addition to its Health and Safety Policy, the SFA Group is committed to its WELFARE programme, which addresses the well-being, health, happiness and prosperity of SFA Group employees.

V.   Compliance

We are committed to complying with all applicable laws, regulations, and standards related to health, safety, and the environment. Violations of this policy may result in disciplinary actions.

VI.   Continuous Improvement

We strive for continuous improvement in the areas of health, safety, and quality of life at work. The effectiveness of this policy is regularly reviewed and updated as necessary to meet the highest standards.