

## ENVIRONMENTAL AND OCCUPATIONAL HEALTH AND SAFETY POLICY

Guala Closures aims at maintaining and strengthening its market leadership in the production of closures (for spirits, wine, water and other non-alcoholic beverages, olive oil and condiments) while committing to sustainable development in full compliance with ethical and social requirements, product quality and food safety requirements, occupational health and safety and environmental protection.

In this regard, the **environmental and occupational health and safety (OH&S) policy** of Guala Closures is based on the principles listed here below.

- To identify and fulfil compliance obligations (international, national and local standards and laws) on the health and safety of workers and on the environment.
- To assess risks and opportunities regarding environmental and occupational health and safety issues, in order to eliminate hazards and to reduce the risks of injuries and/or accidents.
- To develop production processes and operational activities that ensure safe and healthy working conditions and that safeguard the environment, preventing pollutions.
- To identify suitable resources, mandates and responsibilities in order to ensure proper management of emergencies.
- To consult workers or workers' designated representatives and analyse their requests and proposals on aspects of health and safety in the workplace and environmental issues.
- To train, inform and make aware all workers of Guala Closures and third-party companies or suppliers of services and products, on environmental aspects and impacts and on the risks (including interference) of occupational health and safety of activities, environment, products, and services they manage.
- To provide workers with suitable personal and collective protective equipment.
- To analyse the causes of injuries and/or accidents, both happened or near-misses, in order to avoid them from reoccurring or preventing their occurrence.
- To set KPIs in order to measure and improve both environmental and occupational health and safety performance, in line with the objectives of the Group's sustainability program.

Responsibility for environmental and occupational health and safety management, as well as the achievement of related objectives, lies within the entire company staff, which should collaborate according to individual duties and competences, in meeting the principles set out above.

To this end, this document is disseminated to all Guala Closures employees and, through the Website and/or other communication channels, to external interested parties and to anyone who may request it.

These principles are common to all Guala Closures plants. Each B.U. General Manager and each Plant Manager should understand, communicate and apply them to its organisation, while establishing, implementing and verifying adequate measurable objectives in line with the Group sustainability programme.

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(Chief Executive Officer)

