

CANPACK Group Global Environmental and Health & Safety Policy

CANPACK Vision:

At CANPACK, we aspire for all of our global operations to foster an Environment, Health and Safety (EHS) culture founded on authenticity, empowerment and accountability. Our goal is to operate with Health and Safety as a **value**, not just a priority, where we believe that working safely is non-negotiable and where each and every CANPACK employee and visitor has a fundamental right to work in a safe environment. We are also committed to environmental stewardship demonstrated through environmentally responsible operations, supporting continuous improvement, minimization of use of natural resources, minimization of pollution and targeting zero waste to the environment.

It is therefore CANPACK Policy to:

- Strive to maintain a safe work environment for all employees, contractors and guests, including by proactively using risk assessment and other tools and practices.
- Implement and maintain internationally recognized EHS management systems to drive continuous improvement and, at a minimum, ensure compliance with applicable EHS requirements.
- Provide EHS training to increase EHS awareness of all employees.
- Promote a culture of honesty and respect in the workplace, where employees are welcomed to participate and engage in our EHS management systems and to openly share their idea for improvement.
- Establish and implement procedures for managing emergency situations.
- Adopt sound EHS practices so as to be a responsible employer and a good corporate citizen in all communities where we operate.
- Demonstrate EHS leadership through all levels of management so all employees understand and embrace this Policy, and to that end, ensure that all line managers:
 - Take responsibility for Health and Safety implementation, as well as environmentally friendly operations.
 - Encourage and train every workforce member to understand their role in building a Health and Safety culture where we all look after each other.
 - Provide competent employees and contractors who are trained to work safely and in an environmentally compliant manner.

Our Commitment:

Since our continued success can only be achieved by our employees, we will devote sufficient time and resources to implement this Policy. As one team we are dedicated to continuously improving our EHS awareness, minimizing environmental impact and operating in accordance with all applicable requirements, best practices and our vision. It is our expectation that all employees will work to continually improve our EHS practices and, to that end, it is our commitment to engage openly and transparently with our employees and stakeholders about our EHS performance with the goal of building and maintaining trust and credibility.

Accountability for Health and Safety starts at the top. By completely supporting and endorsing this policy we commit ourselves to not only being visible in its delivery, but also being involved and taking part in its implementation. All employees have a duty to comply with this policy and care about our EHS procedures, and to take reasonable care to not put themselves or others at risk by what they do or don't do in the course of their work.

The successful implementation of the Environmental, Health and Safety Policy is dependent firstly and foremost on a joint and continuous effort of the entire CANPACK Team.

Pursuant to this policy, every CANPACK employee has the right without fear of retaliation to stop any work process which that employee believes in good faith will result in imminent harm to the safety of any person, and every CANPACK employee is expected without fear of retaliation to report to CANPACK management any work process that poses a potential risk to health, safety or the environment.

This policy will be translated into local languages, communicated to all employees and displayed in all CANPACK locations. This policy shall be reviewed regularly and in case of such necessity and will be made available to all interested parties upon request.

Kraków, 17.07.2019



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