

**EUROFRAGRANCE**  
*HEALTH AND SAFETY*  
*POLICY*

As a company dedicated to the creation, production and distribution of fragrances, we at Eurofragrance, have made Occupational Health and Safety a priority. Our commitment to this matter is total, it is reflected in our corporate strategy and transpires in all our activities.

Consequently, this has prompted us to issue and implement an Occupational Health and Safety Management System (outlined below) that ensures that we meet the highest levels of health and safety standards.

Our policy reflects the guidelines and general objectives that guide our efforts. Our health and Safety Policy is articulated around a set of principles, that state that we:

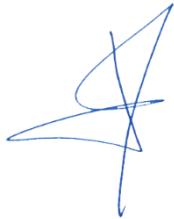
- Are at the service of our customers, committed to society and the health of our workers, compliant with the applicable legislation and other requirements that the organization subscribes to, such as United Nations Global Compact and the IFRA-IOFI Sustainability Charter.
- Assume the need for continuous improvement in the management and performance of Occupational Health and Safety matters.
- Are committed to prevent damage and deterioration of health, and to the exhaustive compliance with the principles of preventive activity described in the national Laws on Prevention of Occupational Risks in the countries where we operate.
- Consider that incidents and accidents –causing an injury—are management failures and are, therefore, avoidable, following identification and evaluation of the issue, the adoption of adequate measures and the mitigation of possible futures risks.
- Listen to and weigh the opinions generated by our workers, who are invaluable to our continued success and a prosperous future.
- Carry out all activities without risking the safety and health of individuals, regardless of economic or productivity considerations.

In order to carry out these principles, we have assumed the following commitments as we:

- Adopt actions based directed towards prevention and continuous improvement, to guarantee the effectiveness of the Management System and the adoption of appropriate behaviors pertaining to Occupational Health and Safety.
- Demand that all Managers ensure that their team members work and operate in safe conditions, understanding that it is the Manager's responsibility to promote Occupational Health and Safety standards and rules within the team, and to lead by example.
- Promote the use of established channels to communicate on topics relating to issues, deficiencies, suggestions... that will be properly considered and addressed in a timely manner by the Health and Safety Coordinator.
- Are committed to cooperating and sharing information with our customers and suppliers, and have set up the appropriate means to allow such exchanges.

- Inform workers on the risks inherent in their respective workplace, train them on how to address these risks and what measures must be adopted in order to prevent hazardous situations.
- Analyze and correct any situation that has lead or could lead to potential damage or harm.

Eurofragrance assumes the commitments reflected in this policy as a guarantee of company continuity and growth.

A handwritten signature in blue ink, consisting of several overlapping loops and lines, representing the name Laurent Mercier.

**Laurent Mercier**

*Chief Executive Officer*

19.04.2022