

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 the 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 eliminating hazards and reducing OSH risks, and to full compliance with the principles of preventive activity described in the national Occupational Risk Prevention Laws of the countries in which we operate.
- Consider that incidents and accidents—causing an injury—are management failures and should, therefore be avoidable. However, in case of injury, causes and responsibilities should be identified, evaluated and addressed with adequate measures to mitigate future 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 on and aimed at prevention and continuous improvement, to ensure the effectiveness of the Management System and the adoption of appropriate behaviors and provide a reference framework for the establishment of objectives in Occupational Health and Safety.
- Require all Managers to ensure that their team members work and operate in safe and healthy conditions, understanding that it is the Manager's responsibility to promote the norms and rules of Occupational Safety and Health 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 the consultation and participation of our workers, informing them of the risks inherent to their respective jobs and training them on how to deal with these risks and what measures should be adopted to prevent dangerous situations.

- Are committed to cooperating and sharing information with our customers and suppliers and have set up the appropriate means to allow such exchanges.
- Analyze and correct any situation that has led 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, positioned above the printed name.

Laurent Mercier

Chief Executive Officer