



casadevall group

Health and Safety Policy



# Casadevall Group

## Health and Safety Policy

### Contents

|                                                        |   |
|--------------------------------------------------------|---|
| Introduction .....                                     | 2 |
| Scope .....                                            | 2 |
| Hazard identification and risk management .....        | 3 |
| Training and personal protective equipment (PPE) ..... | 3 |
| Incident reporting and response .....                  | 3 |
| Workplace environment and well-being .....             | 4 |
| Policy revisions and governance .....                  | 4 |
| Public policies .....                                  | 5 |
| Policy owner .....                                     | 5 |

# Introduction

At Casadevall Group, the health, safety, and well-being of our employees and contractors are of utmost importance. As a company operating both manufacturing facilities and sales offices, we recognize the specific challenges and risks present in each environment. We are committed to fostering a safe and healthy workplace across all locations by proactively identifying hazards, implementing effective control measures, and promoting a culture of continuous safety awareness.

This policy serves as Casadevall Group's global framework for health and safety management, providing overarching principles and commitments that apply across all our operations. For more detailed and site-specific health and safety policies, procedures, and requirements, employees and stakeholders should refer to the resources and guidelines provided at their respective locations.

Our goal is to cultivate a zero-accident culture where every individual embraces shared responsibility for preventing incidents through vigilance, communication, and adherence to best practices. This policy outlines our approach to health and safety management and emphasizes the active engagement of all stakeholders in maintaining a safe work environment.

## Scope

This health and safety policy applies globally to all employees, contractors, and any other individuals present at or involved with Casadevall Group's operations. It covers all activities, locations, and work environments under the company's control or influence. Everyone within this scope is expected to understand and adhere to the policy to ensure a safe and healthy working environment for all.

# Hazard identification and risk management

Identifying hazards and assessing risks is an ongoing and essential part of maintaining a safe work environment. The process for hazard identification includes, but is not limited to, regular safety inspections, risk assessments, and safety reviews. All identified risks will be evaluated and prioritized, and control measures will be implemented according to the hierarchy of controls (i.e. elimination, substitution, engineering controls, administrative controls, and personal protective equipment).

All individuals are encouraged to participate actively by recognizing potential risks and reporting unsafe conditions or practices.

## Training and personal protective equipment (PPE)

Casadevall Group is committed to providing all employees with thorough health and safety training, including job-specific instruction, hazard awareness, and emergency procedures. Regular refresher sessions and drills will ensure ongoing competence and compliance. Training effectiveness will be monitored to foster continuous improvement.

Appropriate personal protective equipment (PPE) will be supplied based on risk assessments, including helmets, gloves, eye and hearing protection, and respiratory gear as needed. Employees will be trained in the correct use and care of PPE, which will be regularly inspected and replaced if damaged. PPE will be readily available, and employees are required to use it properly and report any issues promptly to maintain a safe working environment.

## Incident reporting and response

We encourage a culture where all employees and stakeholders promptly report hazards, incidents, and near-misses without fear of retaliation. Timely reporting enables thorough investigation and effective corrective actions to prevent recurrence.

All incidents will be documented and analyzed to identify root causes and implement preventive measures.

Participation in safety programs, training, and incident response procedures is expected from all within the scope of this policy.

## Other means of reporting

Casadevall Group is committed to addressing reports promptly and fairly, ensuring accountability at all levels. Reports can be made to your manager or the respective department in the local company or through the global whistleblower channels accessible in local languages, at our global [Casadevall Group Whistle blower channel](#).

# Workplace environment and well-being

Casadevall Group is dedicated not only to preventing accidents but also to promoting overall employee well-being. We maintain a healthy work environment by complying with applicable health and safety laws and regulations in every country we operate. Recommendations and adjustments are provided to support individual health needs, and resources are available to assist employees in maintaining both physical and mental well-being.

# Policy revisions and governance

Casadevall Group is committed to the continuous improvement of our health and safety performance. We will establish measurable safety objectives (KPI's).

This policy will be reviewed and updated periodically to ensure its ongoing suitability, compliance with legal requirements, and to identify opportunities for improvement. We strive always to enhance our safety culture by integrating feedback, emerging best practices, and evolving regulatory requirements.

Questions or requests for clarification can be directed to the owner of this policy.

## Public policies

For more details on Casadevall Group's publicly accessible policies, including our approaches to greenhouse gas emissions reduction, waste management, and anti-corruption and bribery, please visit:

- Casadevall Group Climate Policy
- Casadevall Group Resource and Waste Management Policy
- Casadevall Group Material Standard and Responsible Sourcing Policy
- Casadevall Group Health and Safety Policy
- Casadevall Group Code of Business Conduct for Employees and Contractors
- Casadevall Group Anti-Corruption and Bribery Policy
- Casadevall Group Global Inclusion and Belonging Policy
- Casadevall Group Responsible Marketing Standard
- Casadevall Group Whistleblower Policy

## Policy owner

This policy is owned by Helene Liebst von Obelitz, Head of Sustainability and Creative Transformation and approved by Raul Casadevall, CEO.

Inquiries pertaining to our policies, actions and targets for the group should be send to Helene Liebst von Obelitz, Head of Sustainability and Creative Transformation, [helene@casadevallgroup.com](mailto:helene@casadevallgroup.com)

*July 2026, Version 2:2*

*Approved by: Helene Liebst von Obelitz, Head of Sustainability and Creative Transformation and Raul Casadevall, CEO*