

## WINOA Group Health & Safety Policy

Everybody within our Company must be guided by the Vision “**Safety, My Choice**” and must be committed at 100% around H&S topics. At any time, everywhere, in our sites and in our customer sites, **Safety must be a pre-requisite** before any other task we have to perform.

Everybody as Winoa employees, temporary employees, contractors, or visitors must always understand and follow-up this Vision.

It is only by working together that we will provide **total Safety and best in class working conditions** for everybody and, as a consequence, an **injury free and healthy workplace**.

For this purpose, we truly believe in the following principles to guide our **actions**:

1. **Leadership commitment:** must be visible to the entire organization through *exemplary behavior*, objectives setting, resource allocation, integration of H&S in any business decision and *active participation in H&S activities*. Maintaining skilled H&S Coordinators within our plants is a key objective.
2. **People involvement:** we want to create a strong *H&S Culture* for all the people working for Winoa by performing regular specific *H&S Trainings, H&S Talks* and *H&S Audits / Inspections / Discussions* to ensure they are involved for consultation and participation within our H&S Management System. Ensuring our “**5 for Safety**” fundamentals are followed-up by all at all times is critical.
3. **Risk assessment:** performed within all our sites and updated on a regular basis for ensuring we identify all *H&S risks* and implement actions to eliminate them when possible or mitigate them at minima.
4. **Compliance with applicable legal and other requirements:** we identify and regularly check compliance with legal and other requirements that we subscribe to, including *ISO 45001 requirements* for all our manufacturing sites.
5. **Factual decision-making:** facts, evidence, and data analysis lead to greater objectivity and therefore confidence in decision-making. The implementation of relevant *key indicators* becomes then fundamental to achieve excellence results.
6. **Continuous improvement:** through performance monitoring, identifying & fixing *unsafe conditions, event* investigation and best practice sharing, inspections, audits, and management review programs, we improve our performance toward **Goal ZERO for injuries and occupational illnesses** as a strategic goal.

This Group Policy is deployed in each organization through a **unit-specific Health & Safety Policy** and its associated **H&S Management System**.




Ramesh KRISHNAN

Chief Executive Officer