

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