

Policy Statement on Health and Safety

POL.10

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POLICY STATEMENT ON HEALTH AND SAFETY

Providing a safe and healthy work environment is our number one priority. We commit to all our stakeholders, internal and external, that we will work collaboratively with a relentless focus on safety. In our pursuit of zero workplace accidents, we commit to the following:

- We adhere to legal obligations and company standards and consider the needs and expectations of stakeholders.
- We set stringent health and safety targets, and provide the necessary resources for their achievement.
- We have established health and safety management systems, which through regular checks and audits we are continuously improving .
- Through our Safety Excellence Journey we foster a culture of health and safety, which guides visible leadership and models safe behaviour.
- We ensure all employees, interns, visitors, suppliers, and contractors uphold health and safety responsibilities and standards. Working safely is a condition of continuous employment at WE Soda.
- We are committed to identifying possible emergency scenarios and ensure that the necessary emergency plans, resources and infrastructure are readily available and effectively communicated.
- Through communication and training we improve our employees' health and safety awareness and behaviour.
- We encourage employee participation in risk identification and reporting through our safety management programme
- We leverage technological advancements, integrating them into our programmes to improve our systems
- We proactively identify potential hazards, evaluate risks, and take necessary measures to eliminate or reduce them to an acceptable level.
- We share our health and safety policy with all stakeholders, ensuring effective communication and feedback.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and wespeakup@wesoda.com. We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We will enforce disciplinary actions, up to termination, for any employee found breaching this policy.

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