

PURPOSE AND INTRODUCTION

The purpose of this policy is to articulate Strauss Brands' commitment to ensuring that all working conditions are safe, hygienic and conducive to the well-being of our employees. This policy underlines our dedication to creating a workplace that not only meets but exceeds health and safety standards as mandated by law and good practice

RESPONSIBILITY

This policy applies to all Strauss Brands facilities, operations, and employees, including full-time, part-time, and temporary staff, as well as contractors and subcontractors

POLICY STATEMENT

Strauss Brands believes that a safe and healthy work environment is a fundamental right of every employee and is essential to the successful conduct of our business. We are committed to providing a work environment that is free from recognized hazards, through the continuous evaluation and improvement of our health and safety practices and policies.

Safe Work Environment:

- ★ Conduct regular risk assessments to identify potential workplace hazards
- ★ Implement preventative and corrective measures to manage identified risks
- ★ Ensure that all equipment and machinery are properly maintained and safe to use

Hygiene Standards:

- ★ Maintain high hygiene standards in all facilities, with regular cleaning schedules
- ★ Provide clean toilet facilities and access to potable water
- ★ Ensure that personal protective equipment (PPE) is available and used where necessary

Health and Safety Training:

- ★ Provide comprehensive health and safety training to all employees upon induction and at regular intervals
- ★ Offer additional training when new equipment, materials, or processes are introduced

Emergency Procedures:

- ★ Establish and communicate clear procedures for emergencies, including fires, accidents, and natural disasters
- ★ Regularly conduct emergency drills to ensure preparedness

Worker Well Being:

- ★ Promote a culture of safety and health, encouraging employees to take an active role in their own well-being
- ★ Provide resources and support for employee wellness programs

Reporting and Investigating Incidents:

- ★ Develop a system for reporting health and safety incidents that is easy and accessible to all employees
- ★ Investigate all reported incidents promptly and thoroughly to prevent recurrence

Continuous Improvement:

- ★ Regularly review and update health and safety policies and procedures to reflect new information, technologies, and best practices
- ★ Engage with external experts for periodic audits of our health and safety systems

Compliance and Monitoring:

- ★ Comply with all relevant local, national and international health and safety laws and regulations
- ★ Monitor compliance with this policy through regular inspections and audits

Employee Feedback:

- ★ Encourage worker feedback on health and safety matters and consider such feedback in the continuous improvement process
- ★ Establish a Health and Safety Committee with worker representation

Transparency:

- ★ Maintain transparency in our health and safety performance by internally and externally reporting relevant metrics and improvement actions

Policy Enforcement:

- ★ Hold all levels of management accountable for enforcing health and safety standards
- ★ Implement disciplinary procedures for non-compliance with this policy

In Conclusion, Strauss Brands is dedicated to creating and maintaining a workplace that prioritizes the safety and health of every employee. We are committed to implementing and refining practices that contribute to a safe and hygienic work environment.

IMPLEMENTATION AND COMPLIANCE

- ★ Risk Assessments: We will conduct regular human rights impact assessments to identify, prevent, mitigate, and account for how we address our impacts on Safe and Hygienic Working Conditions
- ★ Training and Awareness: We will provide training and/or resources to our employees to ensure they understand and can implement this policy effectively
- ★ Grievance Mechanism: Strauss Brands will establish a grievance mechanism for employees and other stakeholders to report human rights concerns without fear of retaliation
- ★ Monitoring and Reporting: Compliance with this policy will be regularly monitored and results will be included in our annual sustainability report
- ★ Continuous Improvement: We are committed to continuously improving our practices to support human rights, seeking dialogue with our stakeholders, and learning from best practices

RESPONSIBILITY AND REVIEW

The ultimate responsibility for this policy lies with the senior leadership of Strauss Brands. This policy will be reviewed annually and updated as needed to ensure relevance and effectiveness in representing our employees' rights and interest

RESOURCES AND REFERENCE MATERIAL

[RULES OF THE GAME An Introduction to the Standards-Related Work of the International Labour Organization](#)
[R164 - Occupational Safety and Health Recommendation, 1981 \(No. 164\)](#)

REVISION DATE	REASON FOR CHANGE	APPROVED BY
10.27.2023	Release	Elsa Kastrul