

## Introduction

### Purpose

LC Packaging International B.V. considers employee health and safety as one of the most important pillars towards successful organisational growth. The responsibility towards common health and safety must be shared throughout all LC Packaging International B.V. operations. This helps us to protect our employees from danger and work-related health risks. It raises organisational culture and reduces the amount of accidents at work. Our people are our greatest asset and as a member of the UN Global Compact, we strongly support, respect, promote, and protect internationally proclaimed human rights and do our utmost to provide safe, healthy, and satisfying working conditions.

### Scope

The contents of this policy are intended for all employees, part time workers, interns, contractors of LC Packaging International B.V, its affiliates and FIBC production sites.

## Policy objectives

LC Packaging International B.V. aims to:

- Comply with the OSH Framework Directive;
- Comply main production site with SA 8000 guidelines;
- Have procedures in accordance with BS OSHAS18001:2007;
- Comply with other relevant local laws and legislations;
- Protect health and safety of individuals within the scope of LC Packaging International B.V.'s operations by providing protective measures;
- Ensure preventative measures including risk analysis and incident response procedures;
- Ensure decent, healthy and safe working standards throughout LC Packaging International B.V.'s operations;

- Raise awareness among relevant stakeholders with regards to occupational health and safety;
- Ensure health and safety related concerns are addressed in timely manner;
- Continuously improve health and safety measures;
- Reach our Sustainability Vision 2022 target: By 2022, 85% of our employees feels that he/she will be working in a safe and healthy working environment and will be satisfied with the working conditions we provide.

### Policy measures

LC Packaging International B.V. strives to achieve its health and safety objectives with the following measures:

#### Sustainability Vision 2022

- LC Packaging International B.V. executes regular checks by our dedicated quality department to make sure the safety and health system is in place and is strictly in compliance;
- LC Packaging International B.V. carries out intense dissemination of the LC Packaging Internal Code of Conduct throughout the company, through education and monitoring initiatives;
- LC Packaging International B.V. offers additional (health) job benefits to employees in developing countries, such as providing an in-house doctor service and female nursing, offering free basic health check-ups and medical advice;
- LC Packaging International B.V. integrates the LC Lifestyle Program at all levels of the company;
- LC Packaging International B.V. measures results of the triennial Employee Enthusiasm survey (Flow).

## General

- LC Packaging International B.V. executes external audits on main location of operations to comply with health and safety standards;
- LC Packaging International B.V. ensures all its locations meet the general fire safety standards with measures such as fire alarm systems, emergency lighting, sufficient signage and fire hydrants/hoses;
- LC Packaging International B.V. ensures all its locations are equipped with evacuation plans and routes;
- LC Packaging International B.V. ensures fire evacuation drills are performed at least one time a year;
- LC Packaging International B.V. ensures assessing the risks of its operations and change of operations at all its sites with the use of risk assessments;
- LC Packaging International B.V. ensures that all health and safety procedures are presented in English or, if needed, translated into the local language or communicated verbally;
- LC Packaging International B.V. ensures to report all employee absences and injuries of all locations within the scope of its operations, such as monitoring health and safety indicators;
- LC Packaging International B.V. ensures first aid personnel is identified for all locations of its operations;
- LC Packaging International B.V. ensures all employees have access to medical care in case of a minor or major injury, such as medical first-aid kit;
- LC Packaging International B.V. ensures that all employees with disabilities are provided with necessary equipment upon request;
- LC Packaging International B.V. ensures employee health and safety by conducting maintenance only with professional, job-appropriate and properly equipped personnel;

- LC Packaging International B.V. ensures regular housekeeping of all its locations to reduce the risk of health and safety hazards;
- LC Packaging International B.V. ensures sufficient lighting for all its locations as it has an impact on employee safety, productivity and product quality;
- LC Packaging International B.V. ensures sufficient sanitation facilities at all locations;
- LC Packaging International B.V. has an accident response procedure for all its locations;
- LC Packaging International B.V. strives to ensure that employees are not exposed to temperatures that may adversely impact their work performance;
- LC Packaging International B.V. includes a clause for health and safety in its contracts with subcontractors and ensures necessary resource allocation for its compliance;
- LC Packaging International B.V. raises employee awareness with regards to health and safety, by creating a health and safety training;
- LC Packaging International B.V. ensures all employees receive guidelines and appropriate equipment for repetitive strain injury prevention;
- LC Packaging International B.V. ensures proper sanitation and hygiene by providing guidelines on best practices at work;
- LC Packaging International B.V. ensures that workers under 18 are not allowed to work in areas of increased risk to their health and safety.

### Production sites

- LC Packaging International B.V. ensures to comply with standards of investment partners, such as Dutch-Bangla Pack Ltd. funded by the Dutch Development Bank FMO and the German DEG, for which yearly visits and reporting needs to be executed;
- LC Packaging International B.V. ensures assessing the risks of its operations and change of operations at all its sites with the use of risk assessments;
- LC Packaging International B.V. ensures that all employees at main production site, Dutch-Bangla Pack Ltd., receive health insurance under the health protection arrangement;
- LC Packaging International B.V. ensures employees of main production site are required to participate in a compulsory health check-up;
- LC Packaging International B.V. ensures all employees working at production sites are sufficiently informed about the hazardous substances and safety procedures regarding those substances;
- LC Packaging International B.V. ensures proper material data documentation through material safety data sheets and chemical data safety sheets;
- LC Packaging International B.V. ensures safe hazardous material and equipment handling by ensuring proper storage and disposal, which minimises negatives effects on employees and environment;
- LC Packaging International B.V. ensures employee health and safety at its production sites by implementing preventative measures to minimise discomfort caused by noise and dust, such as executing a noise assessment;
- LC Packaging International B.V. ensures employee health and safety at its production sites by providing personal protective equipment such as earplugs, aprons and helmets;

- LC Packaging International B.V. ensures that all machinery is handled with utmost care by providing the employees with machine handling training and guidelines;
- LC Packaging International B.V. ensures all its machinery is maintained in good condition with regular inspections for safety;
- LC Packaging International B.V. ensures that all manufacturing dormitory facilities maintain decent living standards for its employees;
- LC Packaging International B.V. ensures that the forklifts are only operated by the trained personnel;
- LC Packaging International B.V. ensures the safety of female employees on main production site by having guards in place to protect them when needed.

### Approval of policy

Name: Lucas Lammers, CEO LC Packaging

Date: 18 January 2019

Signature:

A handwritten signature in blue ink, appearing to be 'L. Lammers', written over a light blue horizontal line.