

 <b>Hamle®</b> Packaging & Printing House	<b>OCCUPATIONAL HEALTH AND SAFETY POLICY</b>	<b>DOCUMENT NO</b>	<b>POL-02</b>
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**Purpose:** To ensure the health, safety and well-being of all employees, contractors and visitors, and to establish a proactive OHS culture aligned with ISO 45001 and EcoVadis expectations.

#### 1. Management Commitment

- Full compliance with ISO 45001 and legal requirements.
- Provision of resources for continuous improvement.

#### 2. OHS Principles

- Zero accident and occupational illness
- Hazard elimination and risk reduction
- Safe behaviour culture
- Active employee participation
- Our company is committed to improving not only the **physical health** of our employees but also their **psychological well-being and workplace stress management**. In this context, **work-life balance** is supported, and **psychosocial risk assessments** are regularly conducted.

#### 3. Risk Management

- Regular risk assessments
- Engineering, administrative and PPE controls
- Emergency preparedness & drills

#### 4. Training & Awareness

- Mandatory OHS training for all employees
- New employee induction program
- Linked with KPI-03 and PR-XX

#### 5. Employee Participation

- Reporting channel for hazards & near-misses
- OHS Committee involvement

#### 6. Monitoring & Reporting

- Incident rates, near-miss statistics, safety audits

#### 7. Continuous Improvement

- Root cause analysis and corrective actions
- Annual target improvement

For the period 2025-2027, we aim to reduce minor injuries and first-aid level incidents by 10%

In addition to our accident reduction goals, we aim for 100% completion of 'Psychosocial Risk and Stress Management' training for all employees by the end of 2027.