

# Clayens Health and Safety Policy



At Clayens, we recognize our responsibility as a player in the plastics industry with respect to environmental and health and safety challenges.

Our commitment focuses on compliance with regulations, reducing workplace accidents and occupational illnesses, and continuously improving the working conditions of our employees. These commitments are part of our corporate social responsibility vision and reflect our values of responsible innovation and respect for people.

This policy applies to all Clayens employees, representing nearly 5,000 people across our production sites in Europe, North Africa, and North America.

In line with the principles of the United Nations Global Compact, we are committed to continuously assessing our performance and implementing continuous improvement strategies.

As part of our approach to identifying risks and opportunities, we have developed a double materiality matrix, which has allowed us to define the issues and objectives listed below.

Occupational risk prevention is a major priority for Clayens to ensure the health, safety, and physical integrity of all employees at our industrial sites. We are committed to strengthening our approach to identifying, assessing, and mitigating risks in order to sustainably reduce workplace accidents and their severity.



## • Improve our workplace risk prevention

- 100% of sites to have undergone an occupational risk assessment by the end of 2030
- Strengthen workplace accident prevention to achieve a frequency rate below 10 by the end of 2028
- Reduce the impact of risks to achieve a severity rate below 1 by the end of 2028

Occupational diseases, particularly musculoskeletal disorders, represent a significant risk in our industrial activities and can have long-term impacts on the health of our employees. Clayens is committed to preventing these risks by identifying critical work situations and maintaining a high level of occupational health protection.



## • Reduce the risk of occupational diseases

- Maintain our occupational disease index below 6 by the end of 2030
- 100% of sites to have identified their critical workstations in terms of musculoskeletal disorders by the end of 2030

The health and safety of our customers are inseparable from the quality and reliability of the products and services provided by Clayens. We are committed to managing the risks associated with the use of our products to prevent any incidents or alerts that could affect customer safety.



• **Manage our impact on customer health and safety**

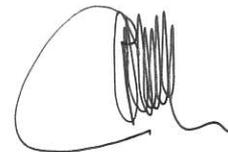
- Zero customer incidents related to product safety by the end of 2028
- Zero complaints or alerts related to product safety by the end of 2028

This Health and Safety Policy is directed and implemented by our EVP Industry, who is responsible for operations and also accountable for its application at the highest level. The Group HSE team supports the EVP Industry in supervising and monitoring progress. It evaluates performance on a semi-annual basis, identifies areas for improvement, and ensures the company’s objectives are achieved.

This policy is communicated to all employees upon joining Clayens and remains accessible on the company intranet. A review is conducted at least annually to assess the relevance of the objectives or in the event of significant changes in our operations.



Genas, January 12, 2026  
**Chief Executive Officer**  
**Eric PISANI**



**EVP industry**  
**Eric MANNESSIER**

Revision date	Reviewed by	Purpose of revision
12/01/2026	C.Lachaze	Annual review
17/01/2025	N.Tavares	Policy overhaul
15/01/2024	N.Tavares	Annual review
17/01/2023	N.Tavares	Revision of objectives