



## Purpose

Employee safety is a foundational value for our company. The purpose of this policy is to provide guidance on focus areas for us to prevent work-related injury and ill health to our employees, and to provide a safe and healthy workplace.

## Scope

This policy is applicable to all L&L Products entities worldwide. All entities shall define objectives and actions to reach the targets and fulfill the commitments described in this policy.

## Policy Statement

### 1. Health and Safety

L&L Products strives to achieve:

- Zero Accidents in all its facilities by continuously working to eliminate hazards and reduce risks for its employees, contractors and visitors; L&L Products asks all employees to report all incidents including near-misses, property damage, first aid to help the organization to be proactive, correct the safety issue(s), and prevent reoccurrence or more serious injury or illness;
- Preventing physical, mental, or cognitive ill health and injuries of its employees whether in manufacturing, in a laboratory, in an office, or in any off-site environment – by developing the best feasible operations, procedures, technologies, programs, and controls for the purpose of addressing a hazard (e.g., elimination, substitution, engineering, administrative, and/or personal protective equipment);
- Encouraging healthy lifestyles for its employees through various actions decided by each L&L Products entity – such as enabling health checks, promoting physical activity, supporting healthy eating habits, and encouraging a good work-life balance;
- Training employees on safety topics and issues and providing them with all necessary individual protective equipment necessary to perform their tasks without injury;
- Complying with all applicable, local occupational health and safety laws, regulations, or other requirements, and anticipating, whenever possible, changes in regulations;
- Continuously improving towards its manufacturing plants achieving ISO 45001 certification or other certified management systems;
- Empowering our employees and emphasizing individual and collective responsibility, including consultation and participation of employees and, where they exist, their representatives in ways we can improve, and encouraging a culture whereby employees feel comfortable reporting hazards and near misses without fear of reprisal.

## 2. Stop Work Authority

It is the policy of L&L Products that:

- All L&L employees, contractors, subcontractors, and visitors have the authority and obligation to stop any task or operation where concerns or questions regarding the control of Environmental Health and Safety (EHS) risk exist.
- No work will resume until all stop-work issues and concerns have been adequately addressed.
- Any form of retribution or intimidation directed at any individual or company for exercising their authority as outlined in this policy will not be tolerated.
- Accountability for non-compliance will follow established L&L disciplinary procedures.

## 3. Emergency Preparedness

L&L Products is committed to:

- Assessing the potential for OHS incidents, and implementing and maintaining emergency prevention, preparedness, and response plans or procedures to address OHS incidents;
- Coordinating such plans with key external stakeholders such as emergency services, relevant authorities and the local community;
- Ensuring that all manufacturing facilities have a hazard and incident assessment process, and an emergency response plan for each plausible scenario.

## Questions

Questions about this Policy can be addressed to your Regional EHS Manager



First effective date: January 1, 2020  
Last review date: December 12, 2024  
Next review date: December 12, 2026



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