



## **Cabka N.V. Health & Safety Policy**

### **I. Foreword**

The Cabka N.V., listed at Euronext Amsterdam since March 1, 2022, with its subsidiaries in Western Europe and North America (together "**CABKA**"), is in the business of recycling plastics from post-consumer and post-industrial waste, transforming them into innovative reusable transport packaging, like pallets- and large container solutions, thereby enhancing sustainability of the logistics chain. CABKA is well known for its high-quality innovations, sustainable products and production processes, and for its diversity and for its pioneering and inventive spirit.

CABKA has developed this Health & Safety Policy (hereinafter "**Policy**") to manifest the standards that we see as the base of our daily business.

This Policy applies to CABKA (including its divisions, operations, subsidiaries, or greater than 50% owned joint ventures), CABKA's directors, statutory auditors, managers and employees.

CABKA is committed to the continuous and cooperative development of this Policy and will regularly review this Policy on an annual basis to ensure it remains up to date.

### **II. Our core principle: Health & Safety of all our staff is our #1 priority**

Physical and emotional well-being is basic to a healthy and happy life. CABKA is committed to achieve Health & Safety ("H&S") excellence.

CABKA is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health which are appropriate to the specific nature of the H&S risks to which workers and others are exposed. CABKA complies with all applicable legislation and regulations, applying more stringent criteria than those required by law when we believe this to be appropriate. We aim to continuously improve H&S performance.

CABKA's ambition is to work towards zero harm and zero accidents by fostering a healthy and safe working environment, people engagement and integrating health and safety into our culture, with annual improvements on the related indicators. We aim for a reduction of lost-time injuries by 30% on an annual basis.

### **III. Our Commitments**

H&S is a commitment shared by all employees at all levels of the organization. This Policy commits us to:

- improve the H&S culture, by providing clear and consistent leadership.
- identify hazards properly and assessing H&S risks and opportunities, including ergonomic risks in the workplace.
- ensure that workers are aware of relevant hazards and related occupational health and safety risks that can impact them, including those that might not be related to their individual activities. In particular, H&S related information such as emergency procedures and potential safety hazards should be made known to the worker and should be posted within the facility in a language well understood by the worker.
- utilize policies, procedures and standards to ensure proper management of our H&S risks in order to eliminate hazards and reduce occupational H&S risks.
- establish occupational H&S objectives that are linked to the occupational health and safety risks, opportunities and relevant performance criteria.
- identify opportunities for improvement, such as improved processes, to achieve continual improvement in the long term.
- ensure that processes for consultation and participation of workers include contractors and other interested parties.
- ensure our employees receive necessary and required training regarding H&S.
- implement a machine-safeguarding program including adequate training for workers.
- provide required personal with protective equipment and made easily accessible.
- establish and implement processes needed to prepare for and respond to potential emergency situations, including the provision of first aid.
- ensure that emergency exits as well as fire detection, alarm and suppression systems are always in place and operational. Fire and evacuation drills should be performed according to local law.

- ensure that our employees exposed to hazardous chemicals in their workplaces have labels and safety data sheets and are trained to handle the chemicals appropriately.
- communicate our environmental commitment to our employees, customers, suppliers, communities, public authorities, industry partners and other interested stakeholders.
- inform our customers about the product characteristics to ensure their safe and healthy usage and avoiding harm to employees and the environment.

All CABKA employees are responsible for complying with this Policy. The CABKA Management Board has approved this Policy on September 11, 2023. The Management Board is responsible for ensuring adherence to these commitments.

Berlin, September 11, 2023

**Frank Roerink**  
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