Charter of Bobst Group policy with regard to health, safety at work and environmental protection

Committed to **people and nature**

BOBST

BOBST cultivates sustainable management of human and natural resources.

We follow clear and transparent principles which are valid for all BOBST subsidiaries worldwide.

We take a global approach that enables us to continually improve the environment in which our employees, customers and neighbors work and evolve.

To achieve its objectives BOBST relies on ISO 14001 and 45001 systems, which are deployed at its production sites.

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Focusing on four core topics

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Activities and **skills**

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Management responsibility
In order to ensure safe and healthy working conditions and to meet the standards of sustainable development, we deal with health, safety and environmental issues with the same consideration as economic subjects. Management recognizes its responsibility in each of these areas.

Environmental, health and safety at work management systems
We support the structure of the environmental and safety management system in place. We provide the necessary means to measure, evaluate and improve performance in terms of health protection, safety at work and environmental protection in ways that are economically justifiable over the mid- and long-term. For performance purposes, we periodically challenge our system. It is a question of identifying possible problems and solving them from a continuous improvement perspective. This system is subject to audits.

Cooperation with authorities and respect of regulations
We comply with local and national legal requirements as well as other directives and regulations of our Group. We collaborate with the competent authorities to find the most appropriate solutions to outstanding problems.

Consultation and participation of male and female personnel
We make male and female personnel attentive to questions related to health, safety at work and protection of the environment. We inform them of our commitments, actions and results, as well as their roles and responsibilities in this area. Their participation and their suggestions enable us to support the management systems of the Group's various sites.

Health and **safety**

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Health, safety and accident prevention

We undertake each job by integrating the aspects of safety, health, and environment. The prescriptions and safety measures we put in place are designed and adapted to the state of the technique. We are committed to mastering occupational risks in accordance with legal requirements. In particular, we want to prevent traumas and pathologies associated with the work of male and female personnel. Productivity is not achieved at the detriment of safety at work.

Environment

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Prevention of environmental impact
We ensure the prevention of pollution and environmental impacts. We have put in place a waste management system adapted to our sites. We manage all energy, monitor consumption, realize savings when possible and invest in energy saving measures or renewable energy production. Protecting the environment is an important issue for our company.

Construction and transformation of buildings and installations
We pay particular attention to all aspects of safety and the environment during new construction and transformation. We strive to maintain our buildings and facilities at a high level of quality in terms of environmental protection, fittings and equipment necessary to maintain health and prevent accidents. We use the progress that the state of the technique allows us to apply in order to improve the safety and ergonomics of each workstation.

Life cycle

Sustainability
From the design stage to the commercialization of our products, we strive to take into account impacts on health, safety at work and protection of the environment. We encourage our partners and clients to make commitments similar to those described in this charter.

This charter serves as a framework for the development of the Group's objectives. It must be understood, shared and applied by all.

Jean-Pascal Bobst
Chief Executive Officer

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Empowering **the future**

What can we do together?

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