

## HEALTH & SAFETY

***Our work to establish a culture of CARE for our colleagues starts with safety. Creating safe workplaces which enhance the physical and mental health and well-being of our employees is a fundamental PACCOR value. Our safety work is integrated in all our working methods, decisions and projects.***

As a global company, PACCOR meets the requirements of international standards.

PACCOR's vision is to create a zero-injury environment. We want to build a community based on respect and appreciation. Health and safety principles as part of our core business values are not questioned or compromised in terms of production or financial benefits.

With the implementation of our behavior-based safety initiative (BBS) we are pursuing the goal of creating

- safety awareness
- generating attention
- demanding attention
- repeating attention
- continuously learning

Safety must be fully incorporated into behaviors, routines, motivations and qualities of every employee. The basic principle of behavior-based safety is to strengthen the employees, to heighten safety awareness and enable the colleagues to take on responsibility. With positive reinforcement in the workplace, safety awareness can be increased. For example, safe behavior among employees can be encouraged through praise, positive feedback or celebrating successes.

This program is incorporated into PACCOR's Safety Rules which form the backbone of our efforts. We want to achieve a sustainable change in behavior that most occupational accidents are caused by unsafe actions.

Our organizational principles are steered by local committees and local representatives who are responsible for monitoring, evaluation and management. Please find them in the following:

- conduct comprehensive risk assessments and take preventative measures
- create common values and carry out a risk analysis
- set targets to achieve weekly safety hazard reports
- build up action plans to reduce the injuries to "zero" per site
- plan and conduct regular safety inspection walks
- integrate this procedure into our Daily Management System (DMS)
- track all use of first aid supplies, safety risks, near misses, injuries and lost-time-injuries (LTI)

## ABOUT PACCOR

At PACCOR we create innovative and sustainable packaging solutions for the consumer, food and food-service market. Our overall goal is to protect what is worth being protected: our planet, our partners' products and our employees. We have high expertise in developing and providing valuable rigid plastic packaging products. Our solutions meet current market trends by constantly thinking outside the box. With more than 3,000 dedicated employees in 15 countries, PACCOR is a global player in the packaging industry. Everything we do contributes to the protection and hygienic safety of valuable products. PACCOR leads the transition towards a circular economy. Because we believe this is the best way to achieve real change in the industry and to create shared value for all our stakeholders and society.

More: <https://www.paccor.com/>