



Sofidel America Health & Safety Policy

- Our company is committed to ensuring a safe and healthy workplace.
- We believe that safety is good business and that all work-related injuries, illnesses, and property losses are preventable.
- We will demonstrate to all stakeholders' continual improvement and proactive risk prevention by adhering to the standards required by The Occupational Safety and Health Act of 1970 (OSHA) and ISO45001:2018.

To fulfill this commitment, our Company will:

- Commit to providing safe and healthy working conditions for the prevention of work-related injury and ill health that is appropriate to the purpose, size and context of our organization and to the specific nature of our OH&S risks and OH&S opportunities
- Commit to providing a framework for setting our OH&S objectives.
- Commit to including a commitment to fulfill legal requirements and other requirements.
- Commit to including a commitment to eliminate hazards and reduce OH&S risks.
- Commit to continual improvement of the OH&S management system.
- Commit to including a commitment to consultation and participation of workers, and, where they exist, workers' representatives

Signed:

A handwritten signature in black ink, appearing to read "Marcellino Marzano".

Printed:

MARCELLINO MARZANO

Date:

12-13-2024