

POLICY HEALTH, SAFETY & ENVIRONMENT (HSE)

November 2024

Lumson Group, as a leader in the production of Primary Cosmetic Packaging, fully aware of its role and responsibility towards the economic and social community, has made the development of its products, the Environmental protection and care of the Health and Safety of workers, customers, suppliers and the communities in which it operates, a primary element of its corporate culture.

To pursue its HSE commitments commits to:

- Define and maintain its own Health and Safety Management System, certified according to ISO 45001:2018 standards, extended to all the company sites of Lumson S.p.A.;
- Define and maintain its own Environmental Management System, certified according to ISO 14001:2015 standards, extended to all the company sites of Lumson S.p.A aimed at mitigating and adapting to climate change;
- Operate in accordance with the regulations on Health, Environment and Safety at work and compliance with the guiding principles of the "ILO Declaration on Fundamental Principles and Rights at Work";
- Ensure the training, information and training of all personnel in order to create a culture of prevention and awareness of risks related to health, safety and the environment;
- Continuously monitor new regulations relevant to its industry sector in order to mitigate the related risks and reduce negative impacts for the protection of Health, Safety and Environment;
- Reduce noise, soil, water and air pollution, optimize the use of resources, reduce waste produced, committing to continuous improvement of environmental and energy performance with particular attention to the use of renewable sources, in particular:
 - o By 2025, the target is to reduce the proportion of hazardous waste from 11% to 8% and increase the proportion of recovered waste from 61% to 70%;
 - o By 2025 increase the share of self-produced electricity, from 5% to 20%, by upgrading photovoltaic systems;
 - o design, develop and scale up their processes and products with a view to reducing water use and increasing water recycling,
 - o increasing the use of recycled and recyclable materials and reducing direct and indirect emissions;
- Give priority to suppliers able to provide services and products that comply with the regulations in force in the countries where they operate in terms of Health, Safety and Environment;
- To foster effective and ongoing communication and outreach to stakeholders such as the Presidency, area managers, employees, customers, contractors, suppliers and communities in which Lumson operates, to ensure an adequate level of awareness and response to their needs;

The HSE Policy is posted on corporate boards, published on the intranet and shared on the Lumson website to ensure accessibility by all stakeholders.

Lumson's management is committed to supporting the implementation of this Policy and is committed to ensuring that it complies with the principles contained therein, and to updating it periodically in order to ensure its validity and correspondence to the needs of the company and the Interested Parties.

Matteo Moretti
Presidente & CEO Lumson S.p.A.



Gianbattista Regonesi
Dirigente Delegato HSE Lumson S.p.A.

