

# Health, Safety, Security & Environment Group HSSE Policy

The long-term business success of Constantia Flexibles depends on our ability to continually maximize the Customer Value while at the same time protecting people, assets, environment and reputation.

We believe in our vision of **ZERO LOSS – NO HARM** as a key priority!

To achieve this – through effective implementation of this policy and its procedures including the continuous improvement principle – we will:

- Create a supportive culture that requires visible leadership with clear accountability where everyone is empowered to contribute to changes for improvement.
- Train our employees, partners and contractors to understand and adhere to our HSSE-requirements as the success depends on full cooperation beside everybody's responsibility at all organizational levels.
- Actively engage in establishing specific goals and measure our progress.
- Comply with all relevant legislation, standards and internal regulations wherever we perform business activity.
- Share and learn from each other by communicating openly our performance and we appreciate this opportunity to implement continuous improvement and to identify Best Practices.
- Identify, mitigate or eliminate risks, as it is our accountability to ensure the implementation of appropriate measures to avert any potential adverse effects.
- Focus on the protection of all our stakeholders' interests and thus properly manage all HSSE-aspects systematically which enables achieving Operational Excellence.

We understand this **comprehensive approach** as **integrated part of our daily business** as it is **our duty to create and maintain a safe & sustainable work environment.**

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Alexander Baumgartner  
CEO Constantia Flexibles