

HEALTH AND SAFETY POLICY

UPDATE 2022

Cultivating natural beauty and well-being and regenerating nature starts with protecting the minds and bodies of our employees and promoting their well-being. A respectful and safe workplace in factories, warehouses, offices and stores is paramount to achieving our ambitious goals.

Our health and safety management system is based on the highest of international health and safety standards and regulations, and it follows the principles of our Group Code of Business Conduct. And we are reaching for new heights. We encourage our employees to anticipate change, voice their opinions and take action, feeling motivated to go further.

Our goal is to achieve zero accidents and to reduce the risks associated with occupational diseases. To attain this, we have stringent preventative health and safety measures in place. It is an ongoing effort for improvement that requires the commitment of everyone, every day.

All our actions are guided by the following principles:

- **Anticipate health and safety regulations** and promote **best practices**.
- **Prevent occupational diseases** and enhance working conditions by improving the workplace in factories, warehouses, offices and stores.
- **Eliminate danger and reduce risks** through targeted operational measures.
- **Promote preventative actions** to foster safe behaviours, mitigating risk by raising awareness and training and engaging our employees and other relevant parties.
- **Establishing a process of continuous improvement** by setting objectives and measuring and communicating results to set out steps that will lead to further progress.

These principles apply at every stage, from tending the field to design, manufacture and distribution, all the way to selling our products and services to our customers.

Management is responsible for providing the means needed to achieve these goals. And we all need to seek improvement and take action continually to contribute to people's health and safety.

I count on all of you to strive for excellence, and expect the same from our partners, to bring our Group's mission to life.

ANDRE HOFFMANN

L'OCCITANE Group Chief Executive Officer

