

Global

Occupational Health & Safety Policy

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Scope of application:	All employees in the organization		
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ABBREVIATIONS & DEFINITIONS

OH&S: Occupational Health & Safety

LTI: Lost Time Injury

DE&I: Diversity, Equity and Inclusion

ESG: Environmental, social, and governance

WHAT IS THIS POLICY ABOUT?

As a global company with over 1'000 employees spread across multiple countries and operating on all continents, deSter recognizes the social impact of its business operations.

A strong occupational health and safety policy is a cornerstone of our deSter organization. It ensures the well-being of employees, protects valuable resources, and fosters a culture of trust and productivity. A strong OH&S policy isn't just about meeting requirements—it's about building a foundation for long-term success and resilience. By prioritizing health and safety, deSter shows that they value their most important asset: their people.

To build and improve our Environmental, Social, and Governance (ESG) impacts, the OH&S Policy is aligned with but not limited to the following Sustainable Development Goals (SDG): (i) gender equality, (ii) good jobs and economic growth, (iii) reduced inequalities, and (iv) good health.

WHO IS CONCERNED?

Applies to all deSter employees in all different regions.

WHY THIS POLICY?

At deSter, we place great importance on the wellbeing of our people. We strive to create a work environment that supports the health and wellbeing of all the individuals who are involved in our operations. We strongly believe that people who feel supported and valued can perform at their best and develop themselves both personally and professionally.

This policy document outlines our commitment to the physical, mental, and social wellbeing of our people, as well as our focus points to ensure a safe and adapted work environment. Through our joint efforts to promote wellbeing, we aim to create and continuously improve our great place to work.

deSter applies a comprehensive approach to wellbeing, focusing on four pillars:

1. PROMOTING THE PHYSICAL, MENTAL, AND SOCIAL HEALTH OF OUR EMPLOYEES

The health of our employees is essential to their productivity. To support this, we encourage our people to physical activity and healthy nutrition.

We recognize mental pressure and put our efforts to optimise work-life balance and and prevent signs of stress and burnout to support our employees. Also, we believe that a strong social network, recognition and broad engagement with the organization contributes to a positive work environment.

Respect and the principles of equal treatment and non-discrimination stands out in all aspects of our wellbeing policy. We ensure an inclusive work environment where everyone feels valued and supported.

2. CREATING A SAFE AND ADAPTED WORK ENVIRONMENT

Providing safe and healthy working conditions is key for the continuity of our operations. deSter shall put continuous effort in preventing work-related injury and illness of its employees, during their careers and afterwards.

We aim to eliminate and mitigate risk at the highest level through risk assessment on machinery design, ergonomics, environmental hygiene and health monitoring.

Process deviations are to be identified as soon as possible to prevent incidents. Also, occupational incidents and accidents are investigated to learn from events and to take the necessary precautions to prevent their reoccurrence.

3. INCREASING EMPLOYEE ENGAGEMENT THROUGH ACTIVE PARTICIPATION AND SUPPORT

At deSter, we value an open culture where employees feel free to share ideas, concerns and feedback. We promote a learning culture that encourages open reporting of human errors and implementation of systemic solutions to prevent recurrences. We encourage workers and worker's representatives' participation in our decision-making process and promote regular open discussions to strengthen collaboration and social networks within the organisation.

Through regular employee interviews and surveys, we measure our overall satisfaction, engagement and individual needs for support and personal development.

We evaluate our OH&S Policy regularly based upon the feedback of our people to adapt, improve and meet our employees' evolving needs.

4. ENSURING COMPLIANCE WITH ALL RELEVANT LAWS, REGULATIONS AND STANDARDS CONCERNING OCCUPATIONAL HEALTH AND SAFETY

deSter strives to comply with all relevant laws and regulations concerning occupational health, safety and wellbeing, both nationally and internationally. As well to other standards and scheme's our stakeholders expect us to comply with.

Employees are actively involved and trained to comply with such laws, regulations and standards. Regular checks and audits are conducted to ensure compliance.

OBJECTIVES

PROMOTING THE PHYSICAL, MENTAL, AND SOCIAL HEALTH OF OUR EMPLOYEES

- Implement an employee focussed well-being program for all locations by the end of 2025.
- Stay above 3.9 score for well-being and work-life balance on the employee survey.
- Maintain focus on work-life balance to seek opportunities, also for our blue-collar employees.
- Participate in local initiatives and activities to promote social involvement.
- Regularly organise sensibilisation campaigns to increase awareness on health and to motivate physical activity.
- Promote healthy nutrition by providing attractive healthy alternatives during working hours and company events.
- Maintain absenteeism illness rate below 6%.
- All our policies are guided by our DE&I Policy to avoid any act of discrimination.
- Reduce the maximum voluntary overtime hours at our manufacturing unit in Prachinburi (Thailand) up to 24 hours/week by end 2025.
- Ensure at least 24 hours of rest after 7 days of work at our manufacturing unit in Prachinburi (Thailand) by end 2025.
- Increase attendance at Well-being activities for both blue & white collars

CREATING A SAFE AND ADAPTED WORK ENVIRONMENT

- Conduct and implement a yearly OH&S continuous improvement plan for all manufacturing locations.
- Implement an OH&S procedure for the procurement of work and personal protective equipment for all locations.
- Ensure risk assessments for all manufacturing sites, workstations and positions are conducted and regularly reviewed.
- Conduct comprehensive OH&S trainings and ensure 100% of employees that uses mobile and/or lifting equipment are trained according to legal requirements.
- Reduce, year on year, the LTI rates and never exceed the industry average threshold for all locations.
- Reduce the LTI rates by 30% by 2030, compared to 2022.
- Systematically reduce the number of first aid incidents over time.
- Ensure all LTI-accidents are subject for investigation and lessons learned are widely communicated.
- Annually test the emergency preparedness procedures and make sure they are firmly known.
- Create an open culture for reporting deviations, incidents, near-misses and dangerous situations.

INCREASING EMPLOYEE ENGAGEMENT THROUGH ACTIVE PARTICIPATION AND SUPPORT

- Reach an Employee Net Promotor Score (eNPS) of 30 by end 2030.
- Keep voluntary leave turnover below 10%.
- Ensure at least 90% retention of people in the talent pool.
- Maintain at least 90% participation on performance career development reviews (PA&P).
- Organise regular employee consultation & participation within each team by regular team meetings.
- Increase, year on year, employee satisfaction score on 'employee communication', 'learning and development' and 'performance and feedback'.

ENSURING COMPLIANCE WITH ALL RELEVANT LAWS, REGULATIONS AND STANDARDS CONCERNING OCCUPATIONAL HEALTH AND SAFETY

- Implement ISO45001 by the end of 2025 at our unit in Hoogstraten (Belgium) and by the end of 2026 at our units in Prachinburi (Thailand) and Lima (United States of America).
- Ensure OH&S instructions and procedures are available, known and periodically updated.
- Conduct and execute an annual internal audit program on OH&S for all locations.
- Schedule bi-annual external legal compliance audits for all locations.
- Close internal and external audit gaps and non-conformities according to the specified timeframes.

REMEDIATION AND REPORTING

Considering we all play an important role in supporting deSter's policies we encourage our staff to speak up about concerns and to report any unethical or inappropriate behavior, and violations of our policies.

deSter takes every report seriously. We investigate thoroughly, fairly, and confidentially, and take action as necessary and appropriate. We protect those who communicate honest concerns from discrimination or retaliation.

POLICY REVIEW

This training policy will be reviewed annually and updated as necessary to reflect changes in organizational needs, industry trends, or regulatory requirements.

deSter Leadership Team