

Occupational Health and Safety Policy

Korozo Group's prioritises the health and safety of its workforce above all else. We focus on continuous improvement in occupational health and safety and adhere to these principles when setting objectives and targets. We adopt a proactive approach to minimise risks, prevent accidents and provide a safe working environment in all operations. As Korozo Group, we remain committed to occupational safety, while upholding sustainability and ethical values.

This policy was developed in line with ISO 45001 Occupational Health and Safety Management System standard and applies to all Korozo Group activities. We are committed to ensuring that alongside internal stakeholders, our business partners and suppliers fulfil their responsibilities and implement these principles in all business processes and activities.

This policy is reviewed annually and revised as and when necessary. All employees are responsible for the implementation of this policy, and the HSE Department, particularly senior management, is responsible for its execution and oversight.

In line with this policy, Korozo Group aims to achieve the Zero Accident goal in all operations and commits to the following:

- Complying with relevant national and international legislations and other requirements.
- Conducting activities to raise awareness on occupational health and safety among our employees, business partners and the society.
- Providing suitable working environment and conditions to ensure and promote a safe working culture.
- Ensuring the health and well-being of employees, carrying out regular health checks and recommending suitable jobs.
- Ensuring participation of all levels across the organisation and business partners in occupational health and safety practices, including their opinions and suggestions in decision-making mechanisms.
- Holding occupational health and safety committee meetings, taking decisions, implementing and supervising these under the responsibility of the occupational health and safety committee.
- Conducting studies to determine potential risks in occupational health and safety matters, then taking proactive measures addressing the identified risks.
- Determining root causes of all incidents to ensure and maintain an accident-free working environment and making all necessary improvements to prevent recurrence. Providing tools and personal protective equipment and ensuring they are used when necessary.
- Managing health and safety risks and opportunities when making changes on existing investments or planning new investments.

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- Monitoring our performance and ensuring continuous improvement in our processes with a proactive approach.

Our sustainability targets are detailed in the table below.

Effective as of 05.06.2023

Adam BARNETT

CEO



Sustainability Goals Table

| Topic | Subtopic | Target | Related Policy | Target Set | Deadline |
|-----------|--|--|--|------------|------------------------|
| People | Ethical practice, Prevention of Corruption, Bribery and Conflict of Interest | <ul style="list-style-type: none"> • Training 100% of our people on ethical behaviours upon onboarding • Training 100% of our people on anti-bribery and corruption | Ethics Policy | 2024 | 2025 and after |
| | Respect for Human Rights and Safety | <ul style="list-style-type: none"> • Zero Accidents • Zero cases of harassment and 100% investigation of reported cases | Occupational Health and Safety Policy Human Rights Policy | 2024 | 2030 |
| | Confidentiality, Protecting Company Related Information, Protection of Personal Data | <ul style="list-style-type: none"> • Having 100% of employees complete/repeat information security trainings each year | Information Security Policy | 2024 | 2025 and after |
| | Diversity, Equity and Inclusion | <ul style="list-style-type: none"> • Providing Gender Equality trainings • Monitoring WEPs* performance indicators • Ensuring 5% female representation in the blue-collar workforce by 2030 | Human Rights Policy | 2024 | 2025 and after |
| Planet | Renewable Energy Policies | <ul style="list-style-type: none"> • Using 100% renewable energy at all plants | Environment and Deforestation Policy | 2024 | 2032 |
| | Emissions Reduction | <ul style="list-style-type: none"> • Reducing Scope 1 and 2 emissions by 50,4% vs 2022 • Reducing scope 3 emissions by 30% vs 2022 | Environment and Deforestation Policy | 2024 | 2032 |
| | Net Zero | <ul style="list-style-type: none"> • Reaching net zero target by 2053 • Ensuring stakeholder participation and capacity development on environmental issues particularly with suppliers | Environment and Deforestation Policy | 2024 | 2053 2025 and after |
| | Stakeholder Participation and Sustainable Supply Chain | <ul style="list-style-type: none"> • Sharing Supplier Code of Conduct with all suppliers and monitoring compliance as part of sustainable sourcing practices • Conducting supplier surveys with 30% of active suppliers • Providing sustainability training to 30% of active suppliers • Conducting at least 3 supplier audits each year (on site) | Sustainable Sourcing Policy | 2024 | 2025 and after |
| Packaging | Circular Economy and Sustainable Products | <ul style="list-style-type: none"> • Designing all our products to be recycle-ready and recycling by 2030 • Increasing use of recycled content <p>2030: Food grade items 10%, non-food products 35%</p> <p>2040: Food grade items 25%, non-food products 65%</p> | Sustainability Policy | 2024 | 2030 |

*WEPs - Women's Empowerment Principles

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