

Health and Safety Charter 2022-2025

Safety is one of Gerflor's core values, a hallmark of superior quality and efficiency, and the duty of any responsible company.

The Gerflor Group is determined to ensure a completely safe environment for all its employees, whether permanent and temporary, as well as for external employees, customers and all its partners. All accidents can be avoided through prevention, adequate means and resources, an appropriate organisational structure and responsible behaviour.

This charter is implemented through the "Gerflor Prevention Programme", which is based on:

Principles :

- From managers to all their employees, everyone is responsible for their own safety as well as the safety of all those around them.
- Health and safety are non-negotiable for any Gerflor Group activity!
- The engagement of all managers and their ability to lead by example.
- Compliance by everyone with regulations, applicable requirements, internal rules and instructions.
- Continual improvement and standardisation of best practices.

Actions :

- Prevention by analysing existing risks in new projects (products, processes, etc.) or in case of incidents.
- Detection and analysis of dangerous conditions and behaviour, and dialogue about the everyday risks and the associated solutions through the "Safety Behaviour Audits".
- A system of dynamic improvement proposals.
- The analysis of all accidents, care and incidents, and the effective resolution of their root causes.
- General training, bespoke and job-specific safety training.
- Regular, relevant and inspiring communication.
- Intelligence on the latest developments in legislation, permanent compliance and external benchmarks.



2025 OBJECTIVES



<4*

accident frequency rate
= (number of lost time accidents / number of hours worked) x 1,000,000.

Together, with everyone's involvement, we will build an effective and long-lasting Risk Prevention Culture.

We will personally ensure that this charter is put into practice and enforced in a sincere manner without any half measures.

For the entire Gerflor Management Committee,
CEO Bertrand Chammas:

The Manager:

A handwritten signature in black ink, likely belonging to Bertrand Chammas, the CEO.

we care / we act

Gerflor®