

Health and Safety Charter 2026-2030

Prevention is a fundamental principle for Gerflor, a guarantee of quality and efficiency, as well as a duty for any responsible company.

Gerflor Group is committed to ensuring a completely safe environment for all its employees, whether permanent or temporary, as well as for external contractors, customers and all its partners. All accidents can be prevented through appropriate measures, effective organisation, responsible behaviour and a Sustainable Safety Culture.

This charter is put into practice through the Gerflor Safety Culture initiative, and is based on:

• Principles:

- Compliance with regulations, applicable requirements, safety rules and other safety instructions.
- Health and Safety are non-negotiable in all Gerflor group activities.
- Commitment and exemplary conduct from all managers.
- Continuous Improvement and Standardisation of Best Practices.
- Everyone is responsible for their own safety, but also for the safety of those around them.

• Actions:

- Prevention: by identifying existing risks or potential risks in new projects (products, processes, buildings, etc.), reviewing feedback, or responding to specific events.
- Detection: by identifying hazardous conditions and practices and promoting safe practices through impactful procedures:
 - Behavioural Safety Visit (BSV)
 - Key Risk Checking (KRC)
 - Top Stop
 - Safety alert
 - Safety Commitment Point (SCP)
 - Safety contact
- Analysis: of all accidents, near misses, medical treatment, high-impact potential incidents (HIPO) and the effective treatment of their root causes, through rigorous problem solving in accordance with 4D/8D standards.
- Governance: based on feedback from procedures.
- Skills development: via GSC or specific training (e.g., job qualifications, etc.) for all employees.
- Communication: regular, impactful and motivating.
- Regulatory monitoring: ongoing compliance and external benchmarks.



OBJECTIVES 2030



**Towards
zero
accidents**
Tf1* <3

* Accidents resulting in lost work time per million hours worked

By working together and with everyone's involvement, we aim to build an effective and sustainable Safety Culture.

We will personally ensure the proper implementation of this policy and its strict enforcement.

On behalf of the entire Gerflor Management Committee

Bertrand Chammas

Gerflor Group CEO

• Rules that save lives:

- No. 1:** I must keep a record of the equipment that requires maintenance.
- No. 2:** I never interfere with a machine that is running.
- No. 3:** I will not stand under a load or in the path of a moving load.
- No. 4:** I must use the appropriate equipment to work at a height of more than 1 metre above the ground.
- No. 5:** I never bypass/neutralise security devices.
- No. 6:** I do not handle/look at my phone while operating (driving, working, ...).
- No. 7:** I must wait until the ignition is off and the forks are on the ground before approaching a machine.
- No. 8:** I must have authorisation and the appropriate equipment before entering a restricted access area.

we **care** / we **act**

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