



# Health & Safety Policy Statement

## Our Vision

To operate with Health, Safety & Wellbeing as a core value to create a secure and open work environment for our employees so that everyone feels supported and goes home safe every day.



At Smurfit Kappa we promote a Health, Safety & Wellbeing culture founded on authenticity, empowerment and accountability.



We operate with Health, Safety & Wellbeing as a core value, not just a priority.



I believe that the health, safety & Wellbeing of my teams must be at the core of how we do business.

Tony Smurfit  
Group CEO

Saverio Mayer  
CEO Europe

Signature  
Country / Cluster CEO

## Our Principles

It is Smurfit Kappa policy to:

- Promote a supportive culture focussing on openness, involvement and dignity in the workplace; we are all responsible for the Health, Safety & Wellbeing of each other.
- Provide constructive feedback to success and setbacks in equal measure. We care for our employees and expect them to care for each other by speaking up when walking past anything they feel is unsafe or would harm anyone's health or wellbeing.
- Review workplace incidents so there is consistent reporting, investigation and where appropriate identify improvement opportunities that strengthen our Health, Safety & Wellbeing management systems.
- Comply with all applicable legal requirements and implement good Health, Safety & Wellbeing practice by effective deployment of our management and support systems.
- Ensure that all line managers foster a work environment where every member of the workforce, including contractors, understands their role in Health, Safety and Wellbeing and delivers on their individual responsibilities.
- Operate according to our guiding principles:
  - **We look after ourselves and each other; this is in our DNA.** Praise for safe behaviour is more effective but if something appears unsafe or unhealthy, we intervene and engage proactively.
  - **Working safely starts with me, we all have a part to play.** We encourage everyone to speak up and listen to others.
  - **We learn from our experiences and promote consistency.** Honest reflection and review, so we can all avoid repeat incidents.
  - **We respond to changing work environments.** Everyone gets the training and support they need, it's personal.
  - **We lead by example, working safely starts at the top.** A safe and healthy place to work is a line management responsibility.

## Our Commitment

We are committed to continuously reviewing and improving our Health, Safety & Wellbeing practices and performance to progress towards our vision. We know that doing the right things, in the right way, with integrity and respect is crucial to engage our employees and create a successful business based on trust.

Accountability for Health, Safety & Wellbeing starts at the top, in fully supporting and endorsing this policy we are committed to not only being visible in its delivery, but also being involved and party to the implementation of it.

This policy is communicated to all employees and is available to all interested parties. Smurfit Kappa is committed to reviewing this policy regularly in line with good industry practice.

**"Committed to continuously reviewing and improving our Health, Safety & Wellbeing practices"**

