



Global Health & Safety Policy

Our Vision

To operate with health, safety and wellbeing as core values to prevent injuries, engage and empower our colleagues, and continually improve our safety processes so that everyone goes home safe every day.

Our Guiding Principles

Guided by our values and Global Code of Conduct, Smurfit Westrock has established the following principles for working safely and promoting wellbeing in our workplaces:

- **Culture of caring.** We foster a culture of health, safety and wellbeing founded on authenticity, empowerment and accountability. We look after ourselves and care about each other. Everyone has authority to speak up or act without fear of retaliation whenever they perceive an unsafe situation.
- **Accountability.** Working safely starts at the top. Senior management is accountable for providing a healthy and safe working environment and supporting the health and safety program. Line managers are responsible for the health, safety and wellbeing of their teams and ensuring that all employees and contractors understand and deliver on their individual health and safety responsibilities. Every employee is expected to participate in safety and health activities, including following safe work practices, wearing required personal protective equipment, and promptly reporting hazards and incidents.
- **Risk management.** We strive to reduce the risk of illnesses and injuries. We systematically assess health and safety hazards and risks and implement controls to eliminate, prevent, or reduce them.
- **Communication.** We encourage open and transparent reporting of health and safety concerns and incidents and strive to ensure that information on health and safety matters flows freely throughout the organization.
- **Learning.** We educate and invest in people to enable them to be effective health and safety leaders, irrespective of title. We share learnings from incident investigations, operational learning events, and industry best practices. Education and coaching for safe behavior are desired, but if something appears unsafe or unhealthy, we intervene and engage proactively.

- **Compliance.** As a minimum, we comply and expect our employees, contractors, suppliers, and visitors to comply with applicable health and safety legal requirements and company expectations. We promote effective governance and compliance with regular audits to assess conformance with company health and safety standards and legal obligations.
- **Continual improvement.** We include health, safety and wellbeing considerations in our business decisions, establish and monitor meaningful safety metrics and targets, and promote safety improvements through honest reflection and review of our performance. We engage with interested stakeholders to keep abreast of safety developments and leading practices.

Our Commitment

Senior management will provide the resources necessary to implement this policy and conduct periodic reviews to ensure its ongoing effectiveness. Line management is responsible for ensuring that this policy is understood, effectively communicated and implemented. Employee involvement in safety is essential, and each employee is responsible for understanding the impact of this policy on their daily work activities and practicing our guiding principles. This policy is communicated to all employees and is available to interested parties through our corporate website.



Tony Smurfit
Group CEO



Laurent Sellier
Regional CEO/ President