



## OCCUPATIONAL HEALTH AND SAFETY POLICY

Kale Care Chemicals is committed to conducting all its activities in compliance with occupational health and safety (OHS) standards to safeguard the health of its employees, contractors, and business partners, and to ensure a safe working environment.

This policy applies to all Kale Care Chemicals units and all domestic and international legal entities where it operates. It encompasses all employees, managers, contractors, and business partners.

Kale Care Chemicals commits to:

- Identifying, assessing, and controlling workplace risks;
- Taking proactive measures to minimize workplace accidents and occupational illnesses in all areas of operation;
- Providing regular training to raise OHS awareness among all employees;
- Ensuring the provision and use of safe working equipment by keeping up with technological advancements;
- Monitoring and complying with all laws and regulations related to occupational health and safety;
- Continuously improving the OHS management system to maintain a safe and healthy working environment.

These commitments will be realized through specific objectives:

- Achieving zero workplace accidents;
- Reaching a 100% annual OHS training completion rate for all employees by 2026;
- Ensuring 100% safe equipment usage across all production sites by 2030.

This policy is implemented and monitored by a dedicated OHS team established by the management. Each business unit will have a designated OHS manager responsible for overseeing the implementation of this policy.

For any inquiries, please contact your workplace OHS manager.