

## Occupational Health and Safety Policy

This policy supports Sappi's Group Sustainability Charter and our approach to sustainable development.

Our approach to sustainability is based on a holistic view of *Prosperity, People and Planet (3Ps)*.

Being a sustainable organisation means that we balance and integrate the 3Ps into our business decisions, strategies and processes to help us add more value for all our stakeholders. Our strong sustainability governance structure is underpinned by our commitment to living our value statement: *As OneSappi, we do business safely, with integrity and courage, making smart decisions that we execute with speed.*

The safety and well-being of our employees, contractors and visitors is embodied in our value statement. As such, excellence in health and safety is integral to the success and sustainability of our business.

### In support of this general commitment

- We believe that all occupational injuries and diseases, as well as safety incidents, are preventable, and our goal for all of them is zero.
- We will continually strive to attain the highest industry standards such as ISO 45001 for the safe operation of our facilities, and for the protection of employees, contractors, visitors, customers and communities.
- Compliance with the applicable legislation will be the minimum standard.
- We will continue to grow and strengthen our businesses by making health and safety management an integral part of our business activities.
- We will continually improve our practices in light of advances in technology and new understandings in health, safety and related sciences.
- The management of occupational health and safety practices and its impact is a prime duty of Sappi line management, from the most senior executive to the first line supervisor.

- Employees and contractors will receive appropriate health and safety instruction to enable them to perform their duties in a safe manner.
- We commit to continued consultation with and participation of employees, contractors and employee representatives in our drive to create a safe workplace.
- We will continue to set objectives for health and safety performance.
- Regular audits will be undertaken to ensure consistent and measurable progress is made throughout our operations.
- We will continue to provide the required resources and support to achieve these objectives.

Going forward, we will continue to develop our manufacturing, human, social and natural resources in a way that ensures our sustainability approach enhances our long-term viability and overall *Prosperity*.



Alex Thiel  
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