



Pernod Ricard Hellas

PERNOD RICARD HELLAS POLICY ON OCCUPATIONAL HEALTH AND SAFETY (OH&S)

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Pernod Ricard's Occupational Health & Safety Policy concerns all aspects of our business operations and facilities such as distilleries and office locations. We promote Operational Health & Safety adhering to internationally recognized standards and best practices, while addressing any gaps that may arise. Inherent in this approach is our responsibility and ethical duty to work with our employees, partners and local communities we work in, to ensure our commitment that OH&S is well preserved at every step of our operation.

At Pernod Ricard Hellas we empower our employees to thrive with an entrepreneurial spirit, emboldening them to embrace responsibility and make ethical decisions to ensure we are all agents in our collective well-being. As "Créateurs de Convivialité", we value our employees and our partners and we are truly committed in taking care of each other ensuring that each and every one of us goes home safely in a state of well-being at the end of the working day.

Our Health & Safety ambition is to become the "best in class" in the Wines & Spirits industry and deliver products the production of which meet the highest OH&S standards, by targeting a long-term collective human welfare, responding successfully to the challenges of common and unexpected accidents, hazards and diseases derived by deliberate, accidental, routine and non-routine activities.

Pernod Ricard Hellas' primary objective is to constantly strive to provide a safe working environment and promote occupational mental and physical health in all circumstances taking into account the company's workplaces, our employees, customers, consumers and the whole supply chain in contact with our activities, regarding contractors, suppliers, collaborators and other third parties (visitors, neighbors, regulatory authorities etc.), by adopting a structured management approach which ensure that all necessary resources and technologies are available and employees have all the competences required to achieve safely, effectively and efficiently this objective.

Pernod Ricard Hellas implements an OH&S Management System which is based on a detailed organizational structure with an administrative hierarchy and clearly defined roles, tasks and responsibilities. It is in line with the OH&S policies and strategies of the Pernod Ricard Group, the UN International Labor Organization (ILO) core principles and rights, the UN Universal Declaration of Human Rights, the Convention on the Rights of Child and also certified according to the international standard ISO 45001 (Occupational Health & Safety Management).

Pernod Ricard Hellas S.A. is committed to the following occupational health and safety (OH&S) principles:



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- Approach Occupational Health & Safety management by embedding the principles of entrepreneurial spirit and mutual trust and a strong sense of ethics which are included in Pernod Ricard corporate culture and values.
- Seek not only compliance with applicable OH&S laws, regulations and requirements but also to go beyond with voluntary actions and commitments to deal effectively with OH&S issues (hazards, accidents and diseases).
- Develop a culture where everyone has a role to play and where employees take ownership of their own and their co-workers safety through shared responsibility.
- Empower and reward employees to act responsible for their personal hygiene, health and safety and moreover to be truly committed to taking care of each other, emboldening them to make ethical and non-discriminatory decisions.
- Provide all necessary resources and applies the best available technologies for staff training and production's operations, aiming the development of employees' knowledge, competencies and technical skills and the continuous improvement of its OH&S management system.
- Carry out actions and programs that absolutely prohibits any kind of harassment or discrimination (in age - gender - nationality - religion - disability - political ideology), child or forced labor.
- Apply a specific preventive and participative methodology for identifying all interested parties, their needs and expectations and any kind of OH&S risks and opportunities that could arise in daily work tasks or changes or in emergency situations and affect PR Hellas operation and the achievement of its commitments.
- Set appropriate occupational health and safety goals, objectives and targets for all identified hazards to ensure the provision of a safe working environment and the promotion of mental & physical health and social fairness.
- Use best available techniques and predefined measures in its offices and production units to deal effectively with OH&S hazards regarding the production, distribution and use of its products.
- Implement applicable inspections, reviews and corrective actions to ensure that the OH&S management system in its offices and production units is in compliance with the existing legal and regulatory framework, the annual business planning as well as with the strategies and all commitments set by the Pernod Ricard Group.
- Ensure that the OH&S policy and relative corporate philosophy is communicated, understood and respected by the whole organization, the Pernod Ricard Group, consumers, customers and principal stakeholders affected by PR Hellas OH&S Management System.

Sign

Mathieu Lambotte