

Health, Safety and Wellbeing at Work Policy

Background

Society is undergoing profound social and societal changes. Rapid changes in regulatory frameworks, as well as growing concerns regarding health, equity, diversity and organisational accountability, make it essential to consider the social impacts of business activities and to strengthen the role of companies in creating a fair, inclusive and sustainable working environment.

This policy falls within the framework of Belgian legislation on well-being at work, in particular the Act of 4 August 1996 and the provisions of the Code on Well-being at Work.

Issues relating to health, safety, well-being, talent attraction and social responsibility are key strategic factors for sustainability, resilience and value creation.

Mission

IPEX is a leading player in IT-driven document management. We process, personalise and send transactional and promotional documents via multi-channel paper and digital solutions. We also produce customised labels to track goods used in the retail sector.

IPEX's management is committed to establishing and maintaining a working environment that ensures a high level of safety, health and well-being for all employees.

This policy is based on a proactive approach to prevention and the continuous improvement of the management system. Through this policy, IPEX aims to prevent workplace accidents, reduce occupational risks, protect the physical and mental health of employees, improve working conditions and establish a sustainable culture of well-being.

General principles and scope of the policy

IPEX's health, safety and wellbeing at work policy is based on a set of pillars that define the company's fundamental commitments and guide its decisions, practices and processes:

- The protection of health, safety and wellbeing at work;
- The promotion of fair, sustainable and respectful working conditions;
- The prevention of child labour, forced labour and human trafficking;

- The prevention of psychosocial risks, discrimination and harassment;
- Risk analysis and management;
- Training, awareness-raising and communication;

For each of these pillars, IPEX aims to:

- Identify and assess the social risks associated with IPEX's activities through a structured and documented risk analysis;
- Implement the necessary measures to control and reduce risks;
- Set quantifiable and measurable targets;
- Monitor safety, health and wellbeing indicators on a regular basis;
- Commit to a process of continuous improvement.

The governance, dissemination and transparency arrangements for this policy are as follows:

- An annual review, at a minimum, by the Executive Committee to ensure its relevance and strategic alignment;
- Regular monitoring of progress against the commitments and targets set by the Management Committee (at least once a year);
- Internal dissemination via our intranet, ensuring permanent access to the current version and raising staff awareness;
- External communication upon request from any interested stakeholder.

The policy applies to all IPEX companies and employees: members of the Management Committee, salaried staff, external contractors, temporary workers, students, as well as any person required to work on IPEX premises or in connection with its activities, regardless of the workplace concerned (offices, warehouses, remote working, etc.).

Finally, it applies to all of IPEX's activities, processes and operations.