

# SAFETY FIRST



# SAFETY FIRST OVERVIEW 2023

## MANTAIN A HEALTHY AND SAFE WORK ENVIRONMENT AND FURTHER REDUCE SUBSTANCES OF VERY HIGH CONCERN (SVHC)

- ✓ Implementation at all sites of our comprehensive chemical safety management system.
- ✓ 63% of our production sites are ISO 45001 certified.
- ✓ All sites are internally audited in health and safety every 3 years.
- ✓ Strengthened our internal communication at Group and site levels.
- ✓ Achieved target Group LTAR of < 3.0 and TRIR < 7.0.

### Challenges and Opportunities

- Regulations continue to develop and become more stringent for the most harmful chemicals; in particular, the EU REACH and SVHC regulations are continuously updated, with additional substances being added to the SVHC list annually.
- Enhanced hazard classification data reveal previously unrealized hazard profiles for technically established chemicals.

**We prioritize health and safety, recognize and correct potential hazards, and follow best practice protocols and procedures.**

**We speak up and stop work if safety is compromised.**



Contributing to the United Nations SDGs

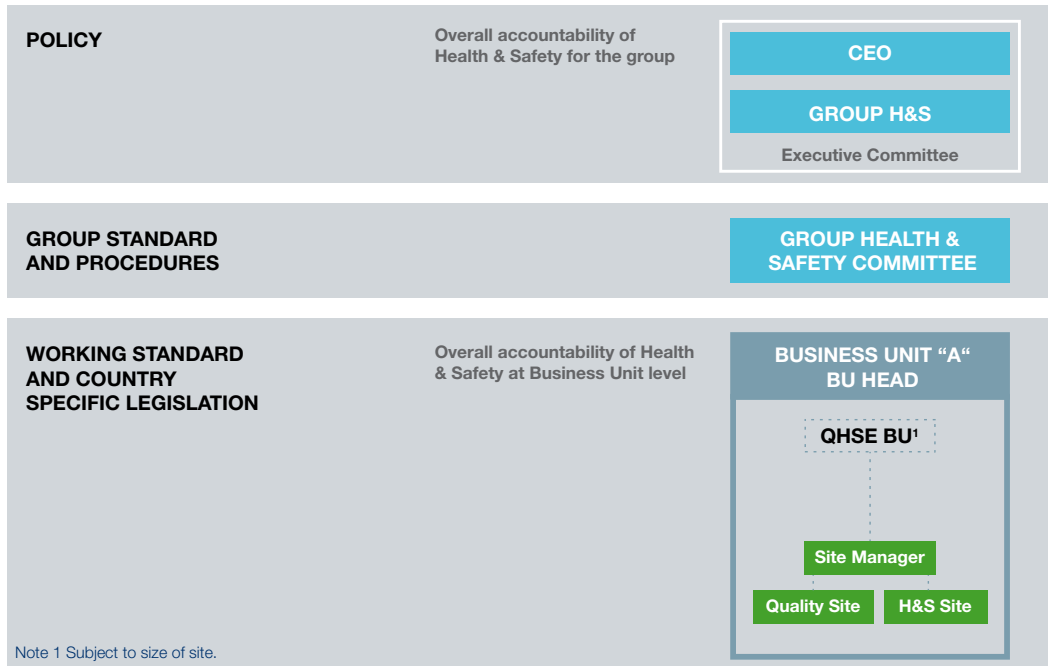
**FOR HEALTH & SAFETY RELATED DATA AND INDICATORS  
PLEASE REFER TO THE CORRESPONDING METRICS SECTION IN THE APPENDIX PP. 186**

## KEEPING SAFETY FRONT OF MIND

The prevention of accidents and incidents within our operations, employee and customer health and safety, and in particular chemical safety, have been identified as priorities and material topics for Gurit. To achieve our goals, commitment and focus at all levels of the organization are required. Every year we set annual targets and reinforce our safety commitment to our employees, external workers and service providers, customers and partners.

### GOVERNANCE AND ORGANIZATIONAL RESPONSIBILITIES

The Safety First core team coordinates the implementation of the Safety First initiative across the organization. The core team comprises representatives from each Business Unit, as well as Marketing Communications and Human Resources, and is sponsored by a member of the Executive Committee. Compliance with legislation, anticipation of upcoming legislation and the implementation of best practice standards is supported by a dedicated Chemical Regulatory Compliance Manager. Each Business Unit manager is accountable for the safety performance within their area of responsibility; and each site manager is responsible for implementing the safety initiative and related standards, as well as establishing a safety culture within the local site.



Safety First Organization

Performance indicators are reviewed either weekly or monthly at management meetings at all levels, including the Executive Committee, and at least yearly at Board level. Safety indicators such as Lost Time Accident Rates are part of management performance reviews and are an element influencing the variable performance compensation of site managers.

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- GRI 2-13 Delegation of responsibility for managing impacts
  - GRI 2-23 Policy commitments
  - GRI 2-24 Embedding policy commitments
  - GRI 3-3 Management of material topics
  - GRI 403-4 Worker participation, consultation, and communication on occupational health and safety

## SAFETY MANAGEMENT SYSTEM AND PROCESSES

The implementation and maintenance of a Safety First culture has been driven by the core team and is supported by dedicated Health & Safety Officers at site level, extensive training programs, an online monthly tracking system and monthly reviews of defined KPIs on accidents and incidents (LTAR, TRIR) at Business Unit and Executive Committee management meetings (Safety First metrics can be found in the Appendix of this Report).



Gurit has developed a comprehensive occupational Health and Safety Management System. All Gurit employees, contractors and onsite external workers are covered by our health and safety systems and processes.

The Gurit Health and Safety Management System comprises global standards and procedures which are adapted for local and national health and safety legislation requirements where necessary. We have also established a global Chemical Safety Management System, using the GoldFFX platform.

The primary Group-wide standards and systems applied for health and safety are:

- The Safety Pyramid
- Incident Investigation & Reporting
- Safety First Platform
- Safety Walk
- Chemical Safety Management System
- ISO certifications

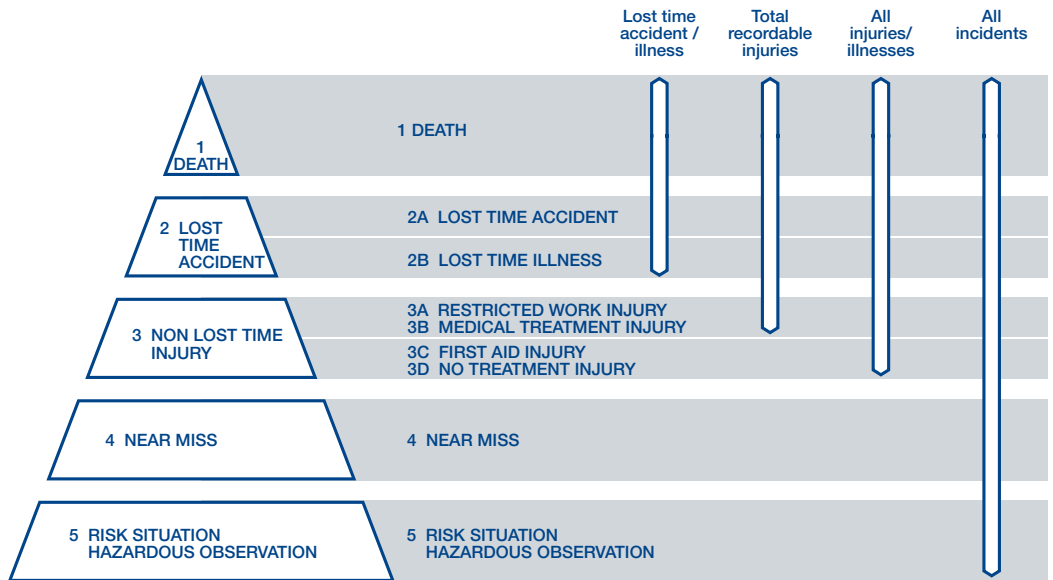
These are described over the page.

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- GRI 2-9 Governance structure and composition
  - GRI 2-23 Policy commitments
  - GRI 3-3 Management of material topics
  - GRI 403-1 Occupational health and safety management system
  - GRI 403-2 Hazard identification, risk assessment, and incident investigation
  - GRI 403-4 Worker participation, consultation and communication on occupational health and safety
  - GRI 403-8 Workers covered by an occupational health and safety management system

## THE SAFETY PYRAMID

Gurit uses the Safety Pyramid as a strategy to reduce accidents within the workplace. The base of the pyramid is the observation of risks and hazards. Proactively looking for potential dangers throughout our operations, conducting systematic reviews of the workplace, and analyzing lost-time injury data are the first steps towards reducing serious injuries.

By ingraining the evaluation of hazardous situations into the habits of all employees, the Safety Pyramid becomes a self-supporting tool that is likely to contribute to the reduction of near-misses and minor injuries, and then proportionally reduce severe injuries and deaths.



Gurit Safety Pyramid

## INCIDENT INVESTIGATION & REPORTING

The Incident Investigation & Reporting Standard provides guidance for a methodical and in-depth approach to health and safety incident investigations. This Standard includes an 8-step process which focuses on practical implementation and on building an awareness culture in all parts of the operations. Site managers, Human Resources managers and Health & Safety managers are trained on this annually. In 2023, the incident investigation rate increased by 6 points over 2022. More details can be found in the Safety First Metrics in the Appendix.

## HEALTH & SAFETY PLATFORM: TRAINING AND DATA COLLECTION

Gurit tracks and records health & safety data from all its sites through the global Safety First platform. All sites report monthly on Safety First KPIs and incidents and the workforce is directly involved in reporting the data.

Furthermore, the platform provides training resources for all sites and users. This is complemented by mandatory and voluntary courses on the corporate Learning Management System (LMS) platform, to which all Gurit employees with a company e-mail address have access.

## SAFETY WALK STANDARD



The Safety Walk Standard was introduced in 2020 at all production sites to improve habitual Safety First behavior. A training program is available for all employees and observations are collated in the Safety First Platform and monitored monthly. The standard focuses on competent observation, learning from observations, and establishing a culture of putting Safety First.

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- GRI 403-1 Occupational health and safety management system
  - GRI 403-2 Hazard identification, risk assessment, and incident investigation
  - GRI 403-4 Worker participation, consultation, and communication on occupational health and safety
  - GRI 403-5 Worker training on occupational health and safety
  - GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
  - GRI 3-3 Management of material topics

## CHEMICAL SAFETY MANAGEMENT SYSTEM

At Gurit, safety always comes first, and this includes the safe use of chemicals at our sites and in our products. **In 2023 we completed implementation at all sites of our comprehensive chemical safety management system.** In parallel, we continue to actively monitor the chemical safety and regulatory landscape for new data generation and emergent regulations affecting chemicals.

Chemicals throughout Gurit facilities must be continually evaluated and managed to ensure our employee and customer safety. Our system allows us to understand the chemicals used at Gurit, identify areas where the most harmful chemicals are used and target their elimination. We use the platform GoldFFX, available on desktop or as a mobile app, which encompasses over 80,000 supplier and Gurit safety datasheets, chemical risk assessments and accessibility to data in the event of emergency situations. Over 100 users have been trained to use the system, and initial risk assessments for each site are currently in progress.



“The GoldFFX system has allowed us to assess all chemical products, from raw materials to cleaning products, used on the Newport site and ensure we have effective control measures in place to use them safely and without risk to our team members. This system is easy to use, and the assessments require minimal input to generate detailed, easy to read reports that can be understood by all employees without requiring extra training.”

**Lee Jacobs**, Health and Safety Coordinator Newport

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- GRI 403-1 Occupational health and safety management system
  - GRI 403-2 Hazard identification, risk assessment, and incident investigation
  - GRI 403-8 Workers covered by an occupational health and safety management system
  - GRI 3-3 Management of material topics

## ISO-CERTIFIED MANAGEMENT SYSTEMS AT SITE LEVEL

Over the past three years we have been working towards the following certifications:

- **ISO 9001** quality management system
- **ISO 14001** environmental management system
- **ISO 45001** to improve occupational health and safety standards

**We set a target last year to have 100% of our production sites certified with all three ISO management systems by the end of 2024, and as of December 2023 we are at 63%.** For further details please see the metrics section in the Appendix.

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- GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
  - GRI 403-1 Occupational health and safety management system
  - GRI 403-8 Workers covered by an occupational health and safety management system

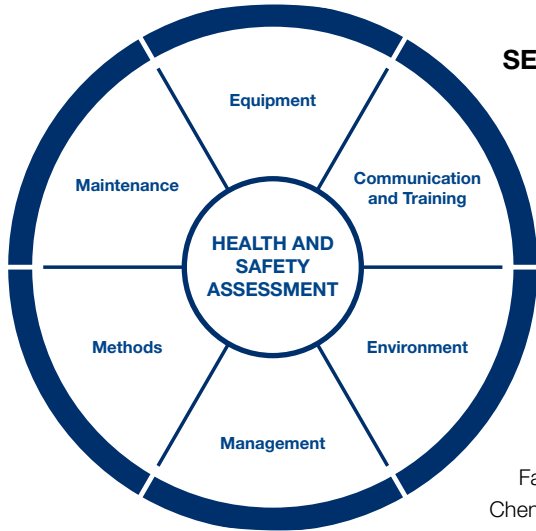


## SAFETY FIRST – MANAGING RISKS

Gurit has set up a system that supports site managers in identifying risks and evaluating all areas that influence a site’s safety performance, establishing priority areas to be addressed, and supports the follow up of the resulting actions.



RISK MANAGEMENT



### SELF-ASSESSMENT

A standardized self-assessment questionnaire is completed by each site, then reviewed biannually at a site and Business Unit level. The local site management conducts the self-assessment, jointly with site operations, maintenance, and safety teams.

### SAFETY AUDITS

Since 2021 we have carried out internal health and safety audits, with every site to be internally audited every 3 years. The following twelve sites have already undertaken safety audits: Volpiano, Falces, Newport, Carmignano, Matamoros, Magog, Montreal, Izmir, Chennai, Zurich, Girona, Ringkøbing.

### RISK REPORTING

**In 2023, Gurit implemented several improvements to our internal Safety First platform.** These updates ensure that the tool aligns with our organizational structure and ISO standards, provide a clearer reporting format, and enable site representatives to more easily record product-related health and safety incidents reported by our customers.

We focus on involving all employees and production sites in the Safety First initiative and every year this employee involvement increases, as demonstrated by the increased number of risk situations reported by shopfloor workers, as well as management demonstrating a strong culture of safety first, without fear of reprisal.

- GRI 2-25 Process to remediate negative chapters
- GRI 403-1 Occupational health and safety management system
- GRI 403-2 Hazard identification, risk assessment, and incident investigation
- GRI 403-4 Worker participation consultation and communication on occupational health and safety
- GRI 403-5 Worker training on occupational health and safety
- GRI 403-8 Workers covered by an occupational health and safety management system
- GRI 403-9 Work-related injuries

## MANAGING THE RISKS OF CHEMICALS IN USE AT OUR SITES

Gurit has continued its program of proactively monitoring the safety and regulatory landscape of chemicals in its products and at its sites through implementation of the Hazardous Chemicals Management Policy.

We use the platform GoldFFX to help us assess chemical risks according to the International Labor Organization (ILO) model, looking at the latest hazard profile and exposure risk, as well as the impact on these if we were to make changes. This is used for chemicals used in the manufacture of our products as well as those used around our sites. A full risk assessment is generated, encompassing all safety concerns and controls required. All risk assessments must obtain approval from line managers to ensure controls are appropriate and adequate. Chemical products classified as High Hazard must receive a two-stage approval to ensure that they are handled correctly and that alternatives are considered.



**RISK RATING OF CHEMICAL PRODUCTS USED**

13% of all chemical products used at Gurit sites received a risk rating of 4 or 4+, i.e. they are classified as highly or critically hazardous to health

Chemical products were also assessed for the presence of substances on lists of undesirable chemicals. 25% or 262 of all chemical products in use at Gurit sites contain SIN-listed chemicals, and 7% or 73 products contain EU SVHC's.

We have set targets for 2024 to reduce the risk profile of chemicals in use at our sites, focusing on reducing those products containing SVHCs and/or with a risk rating >4.

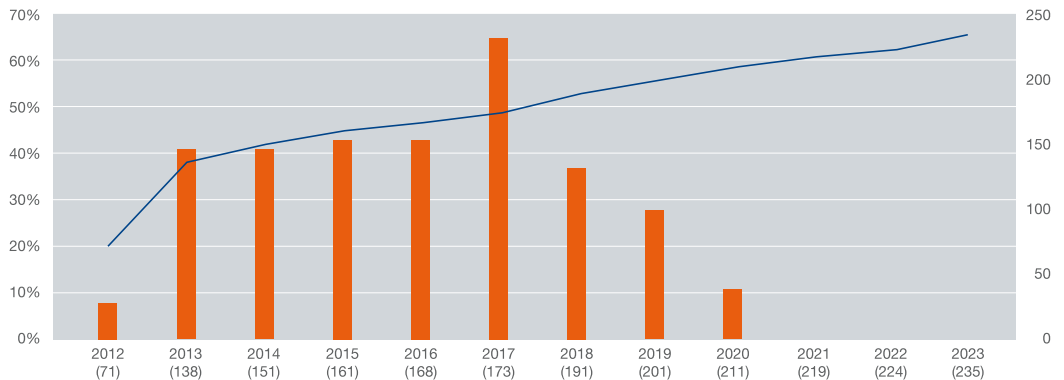
## CHEMICALS IN GURIT-MANUFACTURED PRODUCTS

Following the assessment, and to help target products for reformulation, each finished product Gurit manufactures receives an internally generated High Priority Chemical (HPC) score. The scoring system aims to identify those products not only with SVHCs present but also with high hazards. Products are categorized into 4 classes based on severity of hazards:

- Red** Re-formulate as soon as feasible.
- Orange** Undesirable, target for reformulation.
- Blue** Use with caution, potential for hazard reclassification expected.
- Green** Low hazard rating.

The system takes into consideration not only regulatory restrictive hazard classifications, but also those chemicals that may have unacceptable human and environmental impacts, such as Persistent Bio accumulative Toxicants (PBTs) and Endocrine Disruptors. Since 2017 Gurit has worked to remove high hazard products from its range. **In 2023, we reduced the number of red category products in our standard and essential range from 10% (2022) to 6%. In addition, in 2023 we targeted orange category products and reduced these from 32% (2021) to 18%.**

Since the advent of the European Union's REACH regulation (Registration, Evaluation, Authorization and Restriction of Chemicals) in 2008, the European Chemicals Agency has designated an increasing number of Substances of Very High Concern (SVHC). In 2023, 235 substances were designated SVHCs. Recent developments under the European Commission's Chemical Strategy for Sustainability have resulted in the widening of criteria for SVHCs to include endocrine disruptors and chemicals that persist in the environment. Considering the increased SVHC scope, Gurit has broadened its goal to now include all price listed products in the SVHC reduction targets. **In 2023, despite an increasing number of SVHCs on the REACH list, none of Gurit price listed products contain >0.1% SVHCs.**



Gurit price listed products containing more than 0.1% SVHCs (orange bars) vs ECHA designated SVHCs (blue line); number of chemicals designated SVHCs by ECHA in brackets

Further developments in frameworks such as Product Design for Safety and Sustainability (see the Circularity chapter for more information) place importance on removing not only those chemicals regarded as SVHC's but also any chemical with a CMR classification (Carcinogenic, Mutagenic or Reprotoxic). Gurit has been working for some time on removing such chemicals from its product ranges and as a result currently maintains less than 10% standard and essential products with a CMR class 1 or 2 classification.

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- GRI 2-25 Process to remediate negative impacts
  - GRI 2-27 Compliance with laws and regulations
  - GRI 3-3 Management of materials topics
  - GRI 403-2 Hazard identification, risk assessment, and incident investigation
  - GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
  - GRI 403-9 Work related injuries

## SAFETY TRAINING

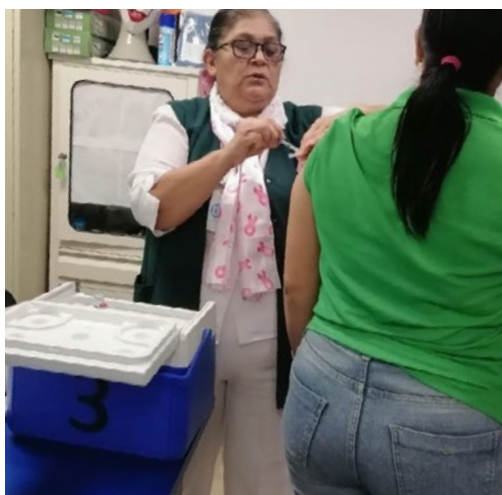
Gurit has a Health & Safety Training Roadmap for both employees and contractors, as well as a Safety First awareness training program for employees directly linked to a manufacturing function. Training sessions are provided in local languages, rolled out using a train-the-trainer approach.

## MITIGATING PHYSICAL AND MENTAL HEALTH RELATED RISKS

Gurit wants its employees to feel safe and well, not only physically but also mentally, and we continue to expand our support of staff. We share best practice examples from our sites, host local workshops, bring in external professional services when required, and regularly provide practical tips for employees to implement.



Gurit employees at our site in Ecuador received information about diabetes, how to prevent it and were offered glucose testing



Our colleagues in Mexico took part in a breast cancer awareness day at their site, with workshops and check-ups

## EMPLOYEE ENGAGEMENT TO BETTER MANAGE SAFETY RISKS

As part of ongoing support to the Safety First initiative, Gurit has strengthened its internal communication at Group and site levels.

- Monthly Safety Newsletter, translated into local languages, electronic and print
- Safety meetings and briefings at a site level at shift change
- Intranet news updates
- Gurit TV internal signage system, to reach staff and shopfloor worldwide
- Safety First Portal on the Intranet
- Learning Management System
- Group and local Townhall Meetings
- Training initiatives
- Site visits and audits
- OneGurit magazine
- Employee Engagement Initiative and focus groups



“At Gurit, we believe it is important to celebrate key milestones with staff. Everyone has a part to play in meeting our safety targets, and when we do, we like to mark the occasion, often with the whole team taking a break to share coffee and cake. We’re all in this together.”

**Begoña Fernández**, Safety First Sustainability workstream lead

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- GRI 403-2 Hazard identification, risk assessment and incident investigation
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## BEING PROACTIVE WITH CUSTOMER HEALTH & SAFETY

Although Gurit endeavors to remove the most harmful chemicals from its products, due to the nature of the chemicals used, some hazards are unavoidable. To ensure effective communication around the safe use of such products, we have several systems in place:

### 1. SAFETY DATA SHEETS

Customers receive product Safety Data Sheets (“SDS”) electronically through an automated delivery system linked to the ERP ordering process. They therefore have time to plan for safe and effective handling and storage before the product arrives on site. Updated documents are distributed by the same automated system and each customer receives a unique login to the online system where they can retrieve the latest copies of their Gurit product SDSs.

### 2. WEBSITE

The Gurit website has a section devoted to handling our products in a safe manner. Here customers can view general guidelines on handling formulated, prepreg and core products as well as a direct link to request SDS by email. Information on relevant legislation and Gurit’s current Hazardous Chemicals Management Policy are also accessible: → [www.gurit.com/product-stewardship](http://www.gurit.com/product-stewardship)

### 3. CHEMICAL SAFETY INCIDENT REPORTING

All data and information about chemical safety incidents reported by our customers are collated and monitored on our Safety First platform. In this way, we can monitor the common issues facing our customers and we can work towards managing these in new product developments. Chemical exposure incident information is collated from the following sources:

- Calls to the Gurit’s third party chemical emergency response line (NCEC).
  - Direct contact from customers experiencing difficulties (i.e. email to tech support, customer support or the regulatory email address).
  - Direct contact from official bodies such as medical professionals or poison centres to the SDS contact.
- Confidentiality of individuals is maintained as the data is gathered to monitor general trends in exposure incidents rather than specific details.

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➤ GRI 3-3 Management of material topics  
➤ GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships  
➤ GRI 417-1 Requirements for product and service information and labeling