



WESTWING

Environment, Health and Safety Policy

JUNE 2022

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Introduction

Westwing is committed to conducting our business in a responsible manner to minimize our operational impacts on human health and safety and the environment in accordance with our Code of Conduct. We are also committed to delivering a solid environmental, health and safety (EHS) program that continues to ensure an exceptional work environment that is safe, healthy, and environmentally friendly.

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Purpose

This Policy aims to address the conditions and factors that affect, or could affect the health and safety of our team members or other workers (including temporary workers, agency staff and contractor personnel), visitors or any other person in the workplace and to minimize our impact on the surroundings and communities in which Westwing operates, including air, water, land, natural resources, flora, fauna, humans, and their interrelation.

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Scope of application

This Policy sets out the basic principles underlying Westwing's EHS commitments and applies to all Westwing Group companies (hereinafter referred to as "Westwing") and their employees in any physical location in which work related activities are performed under the control of the organization (hereinafter referred to as "workplace"). We expect that our suppliers and third parties who maintain business relations with Westwing also adhere to similar principles as the ones set out below. This Policy sets out minimum requirements. If provisions in other laws, regulations, or rules, be it local, national or international, have a more stringent position to the matters mentioned in this Policy, those shall be observed and complied with. In cases of conflict between this Policy and a mandatory local regulation, the local regulation shall prevail.

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Principles

In line with our commitment to provide a healthy, safe and environmentally friendly workplace Westwing will adhere to the following principles:

- Conduct business in a manner that meets or exceeds applicable legal requirements and abides with industry standards to protect human health and safety and the environment.
- Proactively identify, assess and mitigate EHS hazards and risks and support a zero accident culture.
- Promote behaviors and activities that ensure a safe and healthy environment for our team members, with particular attention to the most vulnerable, such as young workers, pregnant women, and disabled workers.
- Design, manage, and operate our facilities to maximize safety in line with our zero accident commitment, promote energy and water efficiency, reduce emissions and waste and protect the environment.

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- Develop ambitious, measurable EHS objectives and key performance indicators as a means of measuring and improving our performance.
 - Establish procedures for the periodic review of our EHS performance and compliance in accordance with applicable laws and regulations.
 - Integrate our EHS objectives into our business planning, decision-making and execution of all our activities.
 - Maintain a strong, visible and supportive management involvement in all EHS matters.
 - Foster a strong organizational culture around EHS matters through effective communication among management, employees, and other stakeholders as well as training on EHS standards, policy and practices.
 - Build awareness among employees, improve their qualifications and increase involvement in EHS activities.
 - Establish procedures to ensure all relevant employees are knowledgeable of, understand and comply with applicable environmental, health and safety laws and regulations.
 - Foster an attitude of personal responsibility among all employees for performing work in a safe manner as well as responding to the hazardous behavior of others.
 - Advocate the adoption of prudent environmental, health and safety principles and practices by our contractors, vendors, and suppliers and mandate compliance with our Codes of Conduct.
 - Favor the selection of suppliers and business partners on the basis of their ability to comply with our EHS policy.
 - Strive to continually improve our EHS performance and mitigate risks taking into account experience gained, lessons learned and latest industry developments..

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Governance

Governance is based on EHS performance monitoring and the management and mitigation of identified risks to drive continuous improvement. The Chief Executive Officer, our managing directors and site management teams are accountable for our EHS performance. We also ensure that there are EHS leaders and/or adequate required resources available in each of our offices and warehouses.

The Chief Executive Officer has overall accountability for corporate responsibility matters, EHS policy, strategic direction and performance monitoring.

The operational management has responsibility for EHS performance and reporting, for implementing this policy and for ensuring compliance.

Team members at all levels are responsible for acting in accordance with our EHS commitments and for implementing EHS rules and guidance, avoiding and reporting potential and actual hazards and identifying opportunities for improvement.

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Compliance

We constantly work to comply, and exceed when possible, with all applicable laws and regulations in all the markets in which we operate. We establish and maintain appropriate compliance programs to ensure management and employees' involvement in, and oversight of, environmental, health and safety issues and allocate appropriate resources to address required actions. As part of our compliance programs and in the spirit of open communication and continuous improvement, we strongly encourage all employees to report any environmental, health or safety issues identified to their local EHS or management teams. Violations of this Policy can also be reported through our whistleblower tool. Anonymous reporting is possible. We will assure the confidentiality and protection of any team member who makes a disclosure in good faith about a violation of this policy.

Any practices or processes not in compliance with this Policy will be evaluated and addressed accordingly. Subject to local laws and regulations, a violation of this Policy can result in disciplinary action, up to and including termination.



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