

HEALTH

POLICY

Saint-Gobain is a leader in sustainable construction which designs, manufactures, and distributes high-performance materials and solutions designed for the well-being of each of us and the future of everyone. Developed through a continuous innovation process, they provide a response to three major issues of our time: drastically reducing the 40% of total CO₂ emissions linked to the construction industry, preserving natural resources, and meeting the challenge of rapid urbanization in emerging countries. Our ambition to protect health and promote well-being serves as proof to all our stakeholders – our employees, customers, suppliers, neighbors, and communities around our sites – of our desire to take action to maximize our positive impact on health, and avoid or minimize any potential negative health footprint related to our business. Acknowledged as a shared value, this ambition is part of our Principles of Conduct and Action and our purpose, and is based on our EHS policy and our principles in terms of corporate social responsibility.

OUR HEALTH AMBITION for our employees consists of:

- Promoting a healthy working environment by controlling occupational risks, including psychological risks, through action plans run locally and centrally, monitored according to the Group's standards and guidelines, and considering those most at risk and the diversity of profiles.
- Encouraging/developing and promoting their health through medical monitoring adapted to their risk profile, comprehensive prevention campaigns, access to care and social protection for all and, lastly, arrangements to keep them at their job through workstation accommodations or adapted mobility.

OUR HEALTH AMBITION **for our customers and the users** of our products and solutions consists of:

- Ensuring the safe use of our products and solutions throughout their life cycle, from design – particularly through the choice of substances used in collaboration with our suppliers – to implementation, usage, and end of life.
- Promoting the well-being and health of our customers and users, with transparency and dialogue, through our products and solutions which provide benefits in terms of visual, acoustic, and thermal comfort, and interior air quality.

OUR HEALTH AMBITION **for our neighbors** **and communities around our sites** consists of:

- Protecting the health and well-being of neighbors by complying with applicable regulations, and striving to exceed them by regularly reducing the environmental impact of our activities.
- Promoting and contributing to the health of our sites' neighbors by collaborating with local public health agencies, participating in the social development of communities – particularly in projects associated with housing, education and professional integration –, developing sponsorship for skills and equipment and maintaining an open dialogue with all stakeholders.

Our ambition to promote health requires the involvement of management teams; the exemplary, the collaboration and empowerment of everyone; transparency and dialogue with all stakeholders; scientific, societal, and regulatory monitoring; and ongoing improvement and process control.

The health policy, which applies at all Group sites, complies with local regulations at the very minimum. This policy represents a collective and personal commitment for each Group employee. It makes each and every one committed to protecting and promoting health for the well-being and interest of all. It helps make Saint-Gobain an attractive company which stands out due to its ambition to have a positive impact on its stakeholders.