



## Our Occupational Health, Safety and Environment Policy

The Imperial Brands/Reemtsma departments located at Albert-Einstein-Ring 7 in Hamburg work on the development of innovative products, tobacco purchasing and the analytical and toxicological description of our product portfolio.

Our activities are integrated into the central environmental, occupational health and safety management of Imperial Brands/Reemtsma and are subject to the following principles, which are binding for all employees:

- As minimum requirement we follow-up the compliance to all relevant legislation and internal standards.

Together we contribute to the identification and elimination of environmental, health and safety risks at the workplace.

- We use LEAN tools to increase productivity, minimize losses and sustainably reduce environmental impacts.
- We define and pursue goals for the continuous improvement of environmental, occupational and health protection.
- We promote our employees through appropriate further training measures and involve them in the further development of the management systems.
- We involve our business partners in our working principles by committing to comply with our external company guideline.
- We consider the impact of our activities on other stakeholders.
- Protecting the environment is crucial for the sustainable development of our planet and the well-being of future generations. We are committed to minimizing our impact on the environment through the responsible use of resources, reducing pollution and waste and preserving biodiversity. Furthermore, in line with our goal to achieve carbon neutrality by 2040, we will also reduce carbon emissions and promote renewable energy.



All employees are called upon and required to perform their duties with commitment and motivation regarding safety, health and environmental protection in their own interest, in the interest of the customers and in the interest of our company and to participate in the management systems introduced.

The policy is binding for all employees.

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