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	Health & Safety Policy	

Owner:	Arielle Semin, Global Head ESG (Ad interim)
Approved by:	Mallory Martino, Chief People Officer
Effective date:	February 15, 2026
Review date:	

PURPOSE:

This Policy:

1. Facilitates compliance with applicable health & safety laws and regulations where Wella Company operates.
2. Indicates our commitment to ensure the health & safety of our employees across Wella Company.
3. Establishes safety principles and practices to protect against workplace hazards, ensure regulatory compliance and foster a culture of proactive risk management.
4. Informs everyone working for Wella Company of their legal responsibilities.
5. Supports WECare - Wella Company's Code of Conduct.

APPLICATION:

This Policy applies to all activities, transactions, operations and personnel working for Wella Company¹ worldwide, regardless of location, role or level of seniority. This includes all Wella Company businesses, including subsidiaries and joint ventures, as well as Wella Company employees, directors and officers. This Policy also applies to contractors and other third parties to the extent they are performing work on behalf of Wella Company or at Wella Company workplaces, subject to applicable local law and contractual arrangements. For the avoidance of doubt, this Policy applies across all Wella Company brands and subsidiary brands, including ghd and Briogeo.

COMPLIANCE WITH INTERNATIONAL & REGIONAL STANDARDS

Wella Company adheres to international health & safety standards, including

- International Labor Organization (ILO) Conventions
- ISO 45001,
- OSHA (U.S.),
- EU Health & Safety Directives

We comply with the local labor safety standards and national laws applicable where we operate. This Policy represents the minimum standard globally, unless expressly stated otherwise. In the event of any conflict between this Policy and national laws, the national laws will prevail.

POLICY STATEMENT:

We are committed to ensuring high standards of health, safety, and well-being for all employees, contractors, and visitors across our factories, distribution centers, research & development (R&D) centers, and office locations worldwide, to identify and mitigate workplace risks, maintain safe conditions, and foster a culture of proactive safety management.

¹ Rainbow UK BidCo Ltd and all its subsidiaries.

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1. General Health & Safety Principles:

We uphold the following core safety principles:

- a. **Risk Prevention & Hazard Control** – Implement measures to identify, assess, and mitigate risks in all workplaces.
- b. **Employee Well-being** – Ensure safe working conditions, ergonomic support, and mental health resources.
- c. **Emergency Preparedness** – Establish robust incident response plans, safety training, and evacuation protocols.

2. Health & Safety in Offices

For our corporate offices and any offices in our factories, distribution centers, research & development centers, our workplace safety includes:

- a. **Indoor Air Quality & Ventilation** – Maintain healthy air circulation to reduce pollutants and improve well-being.
- b. **Fire & Security Safety** – Conduct regular evacuation drills, fire extinguisher checks, and access control measures
- c. **Ergonomic Workspaces** – Provide ergonomic seating, screen-positioning guidelines, and access to ergonomic furniture solutions, which may include height-adjustable desks, based on local office design and availability.
- d. **Mental Health & Employee Well-being** – Offer stress management programs, wellness benefits, and flexible work policies.

3. Health & Safety in Factories, Distribution Centers (DCs), Research & Development (R&D) Centers and Studios

Our factories produce hair & nail care products. Our DCs store and ship products globally. Our R&D teams formulate new hair and nail products and technologies in their labs. Our studios are small salons where we use our hair and nail products.

To ensure our workers' safety, we follow:

- a. **Machinery & Equipment Safety** – Implement routine maintenance, safety guards, and equipment & machine-specific training.
- b. **Material Handling & Lifting Safety** – Use forklift training, automated storage solutions, and ergonomic lifting protocols.
- c. **Traffic & Equipment Safety** – Designate safe pedestrian pathways, vehicle movement regulations, and loading safety rules.
- d. **Chemical Handling & Storage** – Follow Good Manufacturing Practices, proper ventilation, and Personal Protective Equipment (PPE) requirements
- e. **Chemical & Laboratory Safety** – Implement Good Laboratory Practices standards, proper ventilation, and chemical storage procedures
- f. **Fire & Electrical Safety** – Maintain fire suppression systems, electrical safety checks, and emergency response teams.
- g. **Emergency Response for Lab Incidents** – Ensure eyewash stations, spill response kits, and first-aid protocols.
- h. **Personal Protective Equipment (PPE)** – Provide appropriate gloves, safety vests, and anti-slip footwear. Require lab coats, gloves, goggles, and respiratory protection where necessary.

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- i. **Ergonomics & Workplace Design** – Reduce strain-related injuries with adjustable workstations and safety flooring.

4. Health & Safety for Sales Teams on the Road

For our sales representatives visiting customers, safety includes:

- a. **Defensive Driving & Vehicle Safety** – Safe driving training, vehicle maintenance standard (strict adherence to vehicle service schedules and a "pre-trip" safety checklist), and emergency preparedness with standard emergency kit (first aid, reflective vest, flashlight, and winter essentials)
- b. **Travel Risk & Personal Security** – Risk assessments, lone worker safety protocols, and secure travel accommodations.
- c. **Workplace Ergonomics for Mobile Offices** – Portable ergonomic equipment and guidelines for working remotely.
- d. **Fatigue Management & Well-being** – Rest breaks, travel time limits, stress management resources, and work-life balance.

5. Safety Training & Incident Reporting

Wella Company maintains health and safety training and incident reporting processes designed to support compliance with applicable laws and to promote workplace safety. These processes may vary by location based on local risk profiles and legal requirements.

- a. **Training** – Employees receive health & safety training appropriate to their role, work environment, and applicable legal requirements.
- b. **Incident Reporting** – Employees are expected to promptly report workplace hazards, incidents, and near-misses through locally established reporting channels.
- c. **Safety Review** – Health & safety risks and incidents are periodically reviewed by management to identify improvement opportunities, where required by law or business need.
- d. **No Retaliation** – Wella Company prohibits retaliation against any employee who reports a health or safety concern, hazard, or incident in good faith.

6. Leadership & Employee Responsibility

Health & Safety is the responsibility of all. Therefore, we ensure:

- a. **Management Commitment** – Managers must **actively promote workplace safety and allocate resources for health & safety improvements.**
- b. **Employee Participation** – Staff members are expected to **follow safety procedures, report hazards, and participate in safety programs**
- c. **Policy Enforcement** – Violations of this Policy may result in disciplinary action, up to and including termination of employment or contract, in accordance with applicable local law.

7. Transparency and Continuous Improvement

Wella Company tracks and reports on key health and safety performance indicators, including injury rates and training completion. We periodically review our health and safety practices to align with evolving legal requirements and industry standards.

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ADMINISTRATION:

This Policy is reviewed regularly and may be amended at any time. Each version supersedes prior versions and is implemented globally in compliance with local laws, including mandatory consultation with social partners where required.

FURTHER HELP:

For any questions or assistance, contact
Abel Bedoya for Supply Chain sites
Stefan Fiedler for R&D sites
Guillaume Coquet for offices

RELATED POLICIES AND GUIDANCE:

- Code of Conduct [Link to access](#)
- Global Hybrid Work Policy [Link to access](#)