



HEALTH AND SAFETY POLICY STATEMENT

SIPH is a leader in Natural Rubber production and processing in West Africa.

SIPH Group includes its commercial branch in France, and its subsidiaries in Côte d'Ivoire, Ghana, Nigeria, and Liberia. SIPH sets the conditions enabling each employee to be aware and convinced that health and safety are key values of its operational culture, so that everyone works in a safe manner, ensuring that each incident can be avoided.

To do this, SIPH Group, which belongs to the SIFCA Group, leader in the Agribusiness in West Africa, has established an Occupational Health and Safety Management System in compliance with ISO 45001 v2018 for its operation of:

- Plantation,
- Production,
- Processing, and
- Marketing of natural rubber

To achieve this goal, SIPH Group is committed to:

- ◇ Provide the necessary resources and competent staff to ensure the application and upkeep of this policy.
- ◇ Provide and keep a healthy, clean, and orderly work environment that preserves the health and safety of its employees, customers, subcontractors, and visitors.
- ◇ Maintain an Occupational Health and Safety (OHS) Management System appropriate to the nature and risk scope.
- ◇ Identify hazards and assess the level of OHS risk and implement the necessary measures to eliminate them or control them at the lowest level as possible.
- ◇ Keep Occupational Health and Safety Prevention Programs adapted to each of its facilities and factories, in accordance with the applicable laws and regulations in the countries where SIPH operates.
- ◇ Put in place the necessary provisions in project management (creation or extension of plantation, construction, or extension of factories) to comply with its contractual responsibilities as well as the legal requirements in terms of OHS.
- ◇ Continuously improve its management system as well as its performance relating to OHS.
- ◇ Determine and review its OHS objectives on an annual basis to achieve its target of zero occupational injuries and illnesses.
- ◇ Inform, educate, and motivate all people working for the SIPH Group about this policy and their OHS obligations.
- ◇ Review this policy on a biennial basis to ensure its relevance and appropriateness.

The management is committed to supporting the implementation of this policy, the success of which requires the involvement of everyone, at all levels of the organization.

December 14, 2020

Bertrand VIGNES,
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Bertrand Vignes'.



SUBSIDIARY OF

