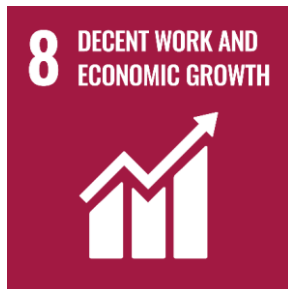




**OCCUPATIONAL  
HEALTH AND  
SAFETY POLICY**



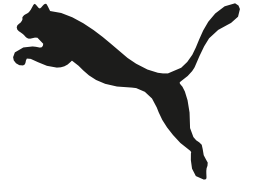
# This PUMA Occupational Health and Safety Policy aims to contribute to the following 2030 UN Sustainable Development Goals:



A safe workplace is top **priority** at **PUMA**. Bearing in mind that work accidents cause personal tragedy and financial loss for the company, our aim is to **avoid any accidents** both at our own operations but also at the contracted supplier factories in our supply chain<sup>1</sup>. **Therefore, we implement high occupational health and safety standards.**

This policy also references the Occupational Safety and Health Convention of the International Labor Organization (ILO C155).

<sup>1</sup> Please also refer to PUMA [Code of Ethics](#) and [Code of Conduct](#).

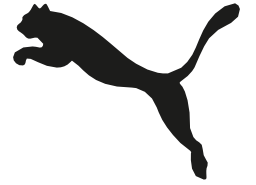


Our Management Board has adopted this Occupational Health and Safety Policy on behalf of the PUMA Group. PUMA's Global Director of People & Organization oversees the overall adherence to this policy for own employees and operations, including individuals under our company's supervision. PUMA's Chief Sourcing Officer oversees the overall adherence to this policy for PUMA's supply chain. This policy will be regularly reviewed in consultation with and participation of employees and employee representatives.

We have set a clear and public **goal of zero fatal accidents** for PUMA's own entities and our supplier factories<sup>2</sup>.

We recognize that it requires permanent efforts to keep a safe and healthy work environment and we are committed to continuously improve our performance by identifying best practices and unacceptable risks.

Moreover, we acknowledge the importance of creating a health and safety culture, which places health and safety at the center of every decision at PUMA. In this regard, it is fundamental to define health not only as the simple lack of disease but as a state of **physical, mental, and social well-being.**



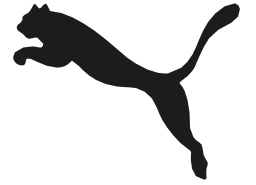
PUMA provides all employees with **safe and healthy workplaces** and makes any necessary effort to avoid damage to their health.

We commit to adhere to all applicable legal requirements, to assess health and safety risks and hazards and to improve constantly by setting up clear, quantifiable, and appropriate strategic **goals, objectives and actions** that allow us to track and assess our accomplishments and communicate our performance around those goals.

PUMA provides employees with information, training, tools, and equipment to **work safely** and to strengthen awareness about health and safety.

Senior Management has the specific responsibility to provide a safe and healthy work environment for their employees; proactively identifying and addressing risks and hazards in a timely manner; making health and safety a top priority and actively supporting this policy as well as providing adequate resources for the policy's implementation.

PUMA's Global Director of People & Organization is part of our Executive Management Team and informs the Management Board about relevant health and safety matters on a regular basis. In addition, PUMA has a central Health & Safety Committee that conducts quarterly meetings.



Health and safety is a shared responsibility. Likewise, **employees** are encouraged to think and act safely and are expected to **support** this OHS policy by following all applicable health and safety laws and regulations.

It is the duty of each employee **to immediately report** any injuries, accidents, or illnesses related to the workplace to their manager.

PUMA encourages employees to play an active role in identifying hazards and to offer **suggestions** or ideas to improve health and safety.

To do so, employees can report any suggestions directly to their manager or use openly or

anonymously the PUMA compliance hotlines PUMA SpeakUp! Platform (<https://puma.integrityline.org>) or [compliance@puma.com](mailto:compliance@puma.com).

For any further questions or suggestions, please contact your manager or [ohs@puma.com](mailto:ohs@puma.com).

**FOREVER.  
BETTER.**

