

## Health & Safety Policy Statement

Coty is committed to protecting the Health & Safety of its employees, customers and the communities where we operate. Coty strives for continuous improvement of our Health & Safety actions, processes and management systems in our pursuit of zero health and safety incidents.

Coty's Health & Safety Policy, and the associated management systems, are driven by the following guiding principles:

- **Safety starts with me.**

*We expect all employees to maintain health and safety as a top priority, and to challenge and report any unsafe conditions or behaviours.*

- **All safety incidents are preventable.**

*We will apply hazard identification and risk assessment methodologies to minimize the probability of incidents occurring. We will provide the necessary training, equipment and environments to allow our people to perform their work in a safe manner.*

- **Every incident will be investigated, and actions implemented to prevent reoccurrence.**

*We will investigate safety incidents and significant 'near misses' and take necessary steps to remove or reduce root causes and contributing factors.*

- **We will evaluate our Health & Safety performance by setting annual targets, monitoring ongoing performance results and through periodic management reviews and audits.**

- **Coty cares about the impact of our Operations on our people and we do the right thing.**

*We are committed to meet or exceed all applicable Health & Safety requirements. Where laws and regulations do not provide adequate controls, we will adopt our own standards to protect human health.*

### Management and Responsibilities.

Coty's CEO is accountable for ensuring this policy is implemented to deliver the commitments made herein. Coty's Executive Committee members are responsible for ensuring robust Health & Safety management systems are implemented in their areas of responsibility and that adequate finances and resources are in place to achieve our Health & Safety goals and objectives.

Health & Safety is a line management responsibility, and leaders at all levels are accountable for engaging and leading the workforce to follow Coty's Health & Safety Policy principles. We will reward and recognize individuals and teams for safe behaviors and will address those who do not follow the safety policy, and so put themselves or others at risk.

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CEO

Date



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Chief HR Officer

Date

