

WELLNESS POLICY

At “**Royal Safe Company KB**” we believe that the health and wellness of our people and our customers are fundamental to our success. We are committed to fostering a culture that supports physical health, mental well-being, and a safe environment. This policy reflects our dedication to providing a workplace that goes beyond basic safety to actively promote the flourishing of our employees.

Core Pillars of Wellness

To fulfil our commitment, Royal Safe focuses on the following three pillars:

- **Employee Ergonomics:** Because we are a furniture company, we understand the importance of posture and physical strain. We commit to providing ergonomically sound workstations in both our manufacturing facility and our offices. This includes providing training on proper lifting techniques, adjustable seating where applicable, and periodic reviews of tasks to minimize repetitive strain injuries.
- **Air Quality in Working Areas:** We recognize that clean air is vital for long-term health. Royal Safe is committed to maintaining high indoor air quality (IAQ) standards. We achieve this through robust ventilation systems, regular maintenance of air filtration, and a strict adherence to our Chemical Policy ensuring that the adhesives and finishes used in our production do not compromise the air our workers breathe.
- **Health and Mental Health Education:** We believe in the "whole person." Royal Safe commits to providing resources and education regarding physical health and mental well-being. This includes sharing information on nutrition and disease prevention, as well as providing access to or information on services that support mental emotional help and stress management to prevent mental illness.

Commitment to Customers

Our commitment to wellness extends to our customers. We ensure that the products manufactured by “**Royal Safe Company KB**” are designed with the end-user's health in mind. By adhering to low-emission standards and ergonomic design principles, we contribute to the wellness of the environments where our furniture is used.

Implementation and Communication

This policy is integrated into our corporate culture through:

- **Ongoing Education:** Regular "toolbox talks" or bulletins focused on wellness topics.
- **Feedback Loops:** Encouraging employees to provide feedback on environmental factors like lighting, temperature, and noise to ensure optimal comfort.
- **Public Access:** This policy is documented and available to all employees and stakeholders.



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