

SCOPE OF THE MANAGEMENT SYSTEM AND HCB SHEQ POLICY

HENKEL MARIBOR, SEPTEMBER 2026



SCOPE OF THE MANAGEMENT SYSTEM

We implemented requirements of

- Quality Management Systems – ISO 9001:2015
- Cosmetics - Good Manufacturing Practice (GMP) – ISO 22716:2007
- Environmental Management Systems – ISO 14001:2015
- Occupational Health and Safety Management Systems – ISO 45001:2018
- Energy Management Systems – ISO 50001:2018

into a comprehensive Integrated Management System with the following scope:

Production processes of Hair-care, -styling and -coloration together with leadership, operational and supporting processes at Henkel Maribor production site.

All requirements arising from the standards integrated into our comprehensive management system apply to all products produced in Henkel Maribor d.o.o. at the production site in Maribor (Industrijska ulica 23, 2506 Maribor) and are binding for all permanent and temporary employees as well as for all service providers.

At Henkel Maribor, we comply with all requirements of all ISO standards.



HCBSHEQ POLICY

SHEQ POLICY HENKEL CONSUMER BRANDS



WHO WE ARE



Henkel Consumer Brands (HCB) is a multi-category growth platform built around brands people trust, with a strong portfolio in Laundry & Home Care and Hair.

We work as High Performing Teams to deliver on Henkel's Leadership Commitments and Purposeful Growth Agenda.

We create sustainable value for customers, stakeholders, communities, and our business.

OUR GUIDING PRINCIPLES



We lead with sustainability: acting as Pioneers at Heart for the Good of Generations.

We focus on People and Culture based on the principles of psychological safety.

Safety, Health, Environment, and Quality are at the center of what we do.

Triple ZERO is our ambition: Zero Safety & Health incidents, Zero Environmental Impacts, and Zero Quality Incidents.

We deliver it through disciplined management systems, transparent data driven and risk-based decision-making, and continuous learning from KPIs, audits, incidents, and near misses.

OUR COMMITMENTS

- Maintain and continuously improve an effective Integrated Management System (IMS), ensuring the availability of relevant information and resources needed to establish, achieve, monitor, and review SHEQ objectives, including energy targets.
- Provide safe and healthy working conditions, eliminate hazards where possible, and reduce SHEQ risks through prevention and continuous improvement.
- Ensure product quality and consumer safety, consistently meeting customer, consumer, and applicable regulatory requirements through robust controls, including cosmetics GMP discipline (ISO 22716), supported by science-based assessment, effective complaint handling, corrective actions, and lessons learned.



- Protect the environment, including pollution prevention, resource efficiency, and reducing environmental impacts across the product lifecycle.
- Contribute to achieving Henkel's Net-Zero target and maintain Zero production waste to landfill.
- Improve energy performance, including purchasing energy-efficient products and services, and considering energy performance in design and process changes. SHEQ commitments are considered in business and investment decisions.
- Comply with applicable legal and regulatory requirements and proactively manage compliance with relevant internal and external standards and schemes (ISO 9001, 14001, 45001, 50001, ISO 22716, RSPO), where applicable.
- Use meaningful, actionable KPIs and periodic management reviews to verify effectiveness and results, with clear ownership and accountability embedded in objectives and performance management.
- Develop competence and awareness and support consultation and active participation, ensuring people understand their roles and responsibilities and reinforcing a strong improvement culture.
- Where applicable, ensure traceability and credible claims in certified supply chains, including RSPO chain-of-custody controls and required records.
- Communicate this policy, ensure it is understood, and make it available to employees and relevant stakeholders.



SIGNED BY:

Wolfgang Koenig
EVP Henkel Consumer
Brands

Fatih Koyuncu
CVP Global SC,
HCB

Lars Hennemann
CSVP Global
Categories, HCB

Frank Meyer
CSVP R&D,
HCB

Felix Sabotka
Director Global SHEQ,
HCB

AMSTERDAM | JULY 2026

