



# WESTWING

## Environment, Health & Safety

December 2025

Document Information	
Document type	Policy
Owner	Sustainability
Version	2.0
Status	FINAL VERSION
Scope of application of this document	
Scope	Westwing Group
Country	All
Company	All
Division/Department/Tribe	All
Location	All
Valid as of	December 2025

Change History			
Date	Version	Name	Reason for Change
June 2022	1.0		Policy Creation
December 2025	2.0		General Update

## 01 Introduction

Westwing is committed to conducting business in a responsible manner to minimise operational impacts on human health and safety and the environment in accordance with our Code of Conduct. We are also committed to delivering a solid environmental, health and safety (EHS) program that continues to ensure an exceptional work environment that is safe, healthy, and environmentally friendly. We operate in accordance with applicable EHS laws and regulations in every jurisdiction where we operate, including the EU and the UK. Our approach considers recognised management system standards, including ISO 14001 (environment) and ISO 45001 (occupational health and safety) – where relevant.

## 02 Purpose

This Policy aims to address the conditions and factors that affect, or could affect the health and safety of our team members or other workers (including temporary workers, agency staff and contractor personnel), visitors or any other person in the workplace and to minimise our impact on the surroundings and communities in which Westwing operates, including air, water, land, natural resources, flora, fauna, humans, and their interrelation. It also sets expectations for business partners and service providers carrying out activities on behalf of Westwing to uphold equivalent standards of health, safety and environmental protection as reflected in our contracts and Codes of Conduct. This Policy complements Westwing's Sustainability Policy and aligns operational health and safety practices with our broader environmental and social commitments.

## 03 Scope of application

This Policy sets out the basic principles underlying Westwing's EHS commitments and applies to all Westwing Group companies (hereinafter referred to as "Westwing") and their employees (including Management Board members) in any physical location in which work related activities are performed under the control of the organisation (hereinafter referred to as "workplace"). This includes all offices, warehouses, and facilities across the EU, the UK, and other operating markets. Where operations such as warehousing or logistics are conducted on Westwing's behalf by third-party providers, we require these partners to uphold equivalent EHS standards and to comply with all applicable legal obligations.

This Policy sets out minimum requirements. If provisions in other laws, regulations, or rules, be it local, national or international, have a more stringent position to the matters mentioned in this Policy, those shall be observed and complied with. In cases of conflict between this Policy and a mandatory local regulation, the local regulation shall prevail.

## 04 Principles

In line with our commitment to providing a healthy, safe and environmentally friendly workplace Westwing will adhere to the following principles:

- Conduct business in a manner that meets or exceeds applicable legal requirements and abides by industry standards to protect human health and safety and the environment and acknowledge ISO 14001 and ISO 45001 as recognised standards for good practice in EHS.
- Proactively identify, assess and mitigate EHS hazards and risks and support a zero-accident culture. Aim to reduce our Lost Time Injury Frequency Rate (LTIFR) year on year and track additional EHS indicators to measure progress.
- Design, manage, and operate our facilities to maximize safety in line with our zero-accident commitment, promote energy and water efficiency, reduce emissions and waste and protect the environment. Commit to improving climate and resource efficiency in connection with Westwing's broader sustainability targets.
- Develop ambitious, measurable EHS objectives and key performance indicators as a means of measuring and improving our performance. Disclose these objectives annually in Westwing's sustainability reporting required by applicable law and monitored quarterly at site level. Implement corrective actions if material deviations from targets are identified.
- Establish procedures for periodic review of our EHS performance and compliance in accordance with applicable laws and regulations.
- Integrate our EHS objectives into our business planning, decision-making and execution of all our activities.
- Maintain a strong, visible and supportive management involvement in all EHS matters.
- Foster a strong organisational culture around EHS matters through effective communication among management, employees, and other stakeholders as well as training on EHS standards, policy and practices.
- Build awareness among employees, improve their qualifications and increase involvement in EHS activities.
- Establish and maintain procedures and controls to ensure all relevant employees and comply with applicable environmental, health and safety laws and regulations.

- Foster an attitude of personal responsibility among all employees for performing work in a safe manner as well as responding to the hazardous behaviour of others.
- Advocate the adoption of prudent environmental, health and safety principles and practices by our contractors, vendors, and suppliers and mandate compliance with our Codes of Conduct. Integrate EHS requirements for partners into the Westwing Business Partner Code of Conduct and make them part of our supplier engagement and monitoring processes. In case of supplier non-compliance audits, corrective action plans, and escalation measures may be required.
- Favor the selection of suppliers and business partners based on their ability to comply with our EHS policy.
- Strive to continually improve our EHS performance and mitigate risks considering experience gained, lessons learned and latest industry developments.

## 05 Governance

Governance is based on EHS performance monitoring and the management and mitigation of identified risks to drive continuous improvement. The Chief Executive Officer, our managing directors and site management teams are accountable for our EHS performance. We also ensure that there are EHS leaders and/or adequate required resources available in each of our offices and warehouses.

The Chief Executive Officer has overall accountability for corporate responsibility matters, EHS policy, strategic direction and performance monitoring. The Supervisory Board and Management Board are regularly informed of EHS performance, and management incentives may be linked to progress on EHS objectives.

The operational management has responsibility for EHS performance and reporting, for implementing this policy and for ensuring compliance.

Team members at all levels are responsible for acting in accordance with our EHS commitments and for implementing EHS rules and guidance, avoiding and reporting potential and actual hazards and identifying opportunities for improvement.

This Policy and as the case may be updates of the Policy are incorporated in mandatory compliance trainings and must be observed by all employees.

## 06 Compliance

We constantly work to comply, and exceed, when possible, with all applicable laws and regulations in all the markets in which we operate. We establish and maintain appropriate compliance programs to ensure management and employees' involvement in, and oversight of, environmental, health and safety issues and allocate appropriate resources to address required

actions. As part of our compliance programs and in the spirit of open communication and continuous improvement, we strongly encourage all employees to report any environmental, health or safety issues identified to their local EHS or management teams. Violations of this Policy can also be reported through our [whistleblower tool](#). Anonymous reporting is possible. We will ensure the confidentiality and protection of any team member who makes a disclosure in good faith about a violation of this policy. This includes compliance with the EU Whistleblower Directive (2019/1937).

Any practices or processes not in compliance with this Policy will be evaluated and addressed accordingly. Subject to local laws and regulations, a violation of this Policy can result in disciplinary action, up to and including termination.