

Health, Safety and Wellbeing Policy

**Associated
British Foods**
plc

All businesses in the Associated British Foods (ABF) Group are responsible for the health, safety and wellbeing at work of everyone who works for them and everyone who visits any of their sites globally. People, including contractors, working for our businesses or visiting any of our sites should return home no less well as a result of their work or visit than they were when they arrived. We want everyone, everywhere, to return home safely every day. Furthermore, we have an opportunity to support good mental health and promote healthy life choices among our people, so that is something we should do.

Nothing else we do is more important than the health, safety and wellbeing at work of the thousands of people who come to work within our businesses or who visit them across the world every day. This includes their mental health at work.

It goes without saying that our businesses will comply with applicable legislation wherever they operate, but that is only the start.

We expect our businesses consistently to get better at ensuring the health, safety and wellbeing for everyone at work, and to that end, we encourage everyone to share learnings and good practice across the Group and with our suppliers.

We also have non-negotiable safety requirements that apply across the Group. Our businesses must understand the risks to safety that exist at every one of our sites. Effective standards, processes and controls must be in place to reduce those risks to all workers, visitors and contractors to an acceptable level. A priority for our businesses is the management of critical-to-life risks. So, our businesses must identify their critical-to-life risks and associated controls and have action plans in place to address them.

All serious incidents, especially those that could have led to a fatality must be investigated to identify the root causes and must be reported internally so that learnings can be shared across the Group.

Every business must have a nominated director responsible for that business's health and safety performance and every chief executive or managing director is accountable to the Board of ABF for the health, safety and wellbeing at work of their people. Strong visible leadership is key to ensuring people who work for, or visit our businesses remain safe. Safety leadership is a key element of overall leadership. With this in mind, we expect our businesses to invest in leadership training and have appropriate resources to deliver safety strategies.

To be truly successful in our aim, our businesses need to do more than manage risks and train people. We must strive to create and maintain a culture where people feel responsible for their own health, safety and wellbeing, and for the health, safety and wellbeing at work of their colleagues; and where they feel confident to raise health, safety and wellbeing issues, safe in the knowledge that these will be dealt with properly.

Sue Whalley

Chief People & Performance Officer