

## **Health and Safety Policy:**

The core principles by which Associated British Foods (ABF) operates are:

- responsible stewardship of our environment
- being responsible for our people;
- being a responsible neighbour; and
- responsible for promoting good health.

As part of being responsible for our people and for promoting good health we are committed to providing a safe and healthy workplace to protect all employees, contractors, visitors and the public from foreseeable work hazards.

Our approach to ensuring safe and healthy workplaces includes the following commitments:

- We consider health and safety as equal in importance to that of any other function of the group and its business objectives;
- We are committed to knowing and complying with the applicable legislation of the countries in which we operate and following principles of best practice;
- We collaborate and share good practice across the group and, where practicable, with suppliers on the safety of their operations.
- We require our businesses to work towards improving their safety performance year on year;
- We develop and implement safety risk assessments to minimise and effectively manage hazards during plant and process changes;
- All employees and those working on our behalf have a responsibility for the health and safety of themselves and others who may be affected by their actions. We provide appropriate resources, supervision and training and keep people well informed and consulted on matters affecting their health, safety and well-being;
- We foster a culture where all people, including contractors, are held accountable for fulfilling their health and safety responsibilities;
- We monitor, audit, review and report our health and safety performance to support continual improvement and to be transparent in our performance;
- The ABF Supplier Code of Conduct includes a principle on providing safe and hygienic conditions for workers. We reserve the right to review or audit compliance with the Code and expect a time-bound programme of improvement to address any shortcomings.

The health and safety performance of our businesses is regularly reported to, and reviewed by, the board.

The responsibility for achieving compliance with this policy is devolved to the chief executive or managing director of each of our businesses. Each business has nominated a director with specific responsibility for health and safety.