

## **Health, Safety and Wellbeing Policy**

Each business in the Associated British Foods Group (ABF) is responsible for the health, safety and wellbeing at work of everyone who works for it and everyone who visits any of its sites globally. That includes the workplace mental health of our employees. People should return home no worse off as a result of their work than they were when they came to work. Furthermore, we have an opportunity to 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 of the thousands of people who come to work with us, or who come into contact with our businesses across the world every day.

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

We expect our businesses to adopt an approach of continuous improvement to health, safety and wellbeing, and to that end we encourage them to share learnings and good practice across the Group and with our suppliers.

Our starting point is that each of our businesses must understand the risks to safety that exist on every one of their sites, and that effective controls exist to reduce to an acceptable level those risks to all employees, contractors and visitors to the sites. All serious incidents, including near misses, must be reported so that all of ABF can learn from them.

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 of their people.

To be truly successful in our aim, we need to do more than manage risks and train people. We must strive to create and maintain a culture where everyone who works for us feels responsible for their own health, safety and wellbeing; feels responsible for the health, safety and wellbeing of their colleagues where they work; and feels confident that they can raise health, safety and wellbeing issues, including mental health issues, with their managers, safe in the knowledge that they will be dealt with properly.

**Sue Whalley**  
Chief People & Performance Officer