



Health and Safety Policy

Our people, including our partners and suppliers, are the foundation of the success of ABF Ingredients (ABFI). We have a duty to protect their lives and livelihoods and strive for zero harm in the workplace because that's what our people have a right to expect.

The core safety principles by which ABFI operates are:

- Our people are the foundation of our success.
- Our place of work is a safe, fair and stimulating environment.
- Our growth is delivered by sustainably producing safe and healthy ingredients.

Our health, safety and wellbeing approach

A high level of engagement and personal accountability creates safe and healthy workplaces. Our **safety-first culture starts from our leaders**, who implement strong safety governance and set a high bar. We expect **every employee and partner to contribute to excellence** in health, safety and wellbeing standards.

Our approach goes beyond eradicating accidents and injuries – we also focus on what we can do to **enrich the lives of our employees**.

Our health, safety and wellbeing commitments

As a minimum, we ensure that organisational arrangements for health and safety management comply with national laws, applicable guidance and appropriate local culture. Our commitments go beyond our legal obligations.

- Our businesses develop and **implement health and safety management systems** that are communicated to all employees, contractors and other relevant stakeholders. These systems are implemented with discipline and are subject to continual review. In addition, training is provided to relevant stakeholders to ensure the systems are appropriately used and safety standards are clearly explained.
- We **monitor health and safety performance** using leading and lagging indicators to target performance improvements.
- We ensure that all our businesses **meet internationally recognised management standards** as a minimum, notably OHSAS, ISO 45001 and ILO-OSH 2001.
- We commit **sufficient health and safety management resources** to effectively manage risk, including undertaking risk assessments.



- We implement policies and systems to **manage health and safety risks** that effectively prevent, address and control risks.
- All ABFI businesses are supported by setting tangible goals and implementing programmes that **recognise outstanding health and safety performance** or efforts by individuals and teams.
- We deliver a range of programmes to **improve and maintain our employees' mental and physical health**. The approach may vary by business but the consistent programme theme aims to increase awareness and adoption of positive and healthy behaviours.
- We facilitate **a culture of continuous improvement** in our safety performance by connecting our community of health and safety leaders to share information and experiences. Our businesses continuously learn from each other and draw on good external practice.

Reviewed April 2023

Approved by ABF Ingredients' CEO and Safety, Risk and Sustainability Director