Health, Safety and Wellbeing Policy

Across ABF Ingredients (ABFI), nothing is more important than the health, safety and wellbeing of the people who work for, partner with, or visit our businesses. We are committed to zero harm and to ensuring everyone, everywhere, returns home safely every day. We recognise our opportunity to support good mental health and promote healthy life choices among our people.

1. Our core principles

- Our people, partners and suppliers are fundamental to our success.
- Our workplace is a safe, fair and stimulating environment.
- Our growth is delivered by the sustainable production of safe and healthy ingredients.

2. Our approach

Visible leadership, robust governance and shared accountability underpin our safety-first culture. We comply with applicable legislation and respect appropriate local practices.

We follow relevant ABF Group policies, standards and procedures, while seeking to exceed minimum requirements.

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

We aim to continually improve our health, safety and wellbeing performance by learning from incidents, near misses, audits, performance data, employee feedback and external good practice. We share lessons across our businesses and use these insights to strengthen our systems, controls and culture.

Our ambition is clear: zero harm, healthy workplaces and everyone returning home safely and well, every day.

3. Leadership, governance and accountability

Every ABFI business' chief executive or managing director is accountable for the health, safety and wellbeing performance of their people.

As safety leadership is a key element of overall leadership, each ABFI business invests in leadership training and provides sufficient resources to deliver its health, safety and wellbeing strategies.

Everyone within ABFI has a role to play. Employees, contractors and visitors are expected to take personal responsibility for their own health, safety and wellbeing and to consider that of others. They must adhere to the established standards and controls and raise concerns whenever they identify unsafe conditions through Speak Up, ABF's confidential whistleblowing service. Employees, contractors and visitors must stop any task or activity that becomes unsafe.

4. Our commitments

ABFI and its businesses:

- Understand the potential safety risks that exist at every one of our sites. Effective standards, processes and controls must be in place to reduce those risks to all employees, contractors and visitors to an acceptable level.
- Identify critical-to-life risks, define the associated controls and maintain appropriate action plans to address them.
- Investigate all serious incidents, particularly those that could have resulted in a fatality, to identify root causes. Such incidents must be reported internally so that learnings are shared across ABFI and, where relevant, the wider ABF Group.
- Develop, communicate and regularly review health, safety and wellbeing management systems. Provide training for relevant stakeholders to ensure the systems are appropriately used, and safety standards are clearly understood.
- Continually improve health, safety and wellbeing performance and encourage the sharing of learning and good practice across ABFI, the wider ABF Group and, where appropriate, with suppliers. Set measurable objectives and recognise individuals' and teams' contributions to outstanding health and safety performance.
- Promote mental and physical wellbeing through programmes that build awareness and encourage healthy behaviours, tailored to each ABFI business.

Reviewed October 2026
Approved by ABF Ingredients' CEO and Safety, Risk and Sustainability Director