FLORA Food Group™

Health and Safety Policy

Policy No. HSE 1

July 2026 | Version 5.0

Purpose

Our commitment to health & safety underpins everything we do in advancing our Vision Zero goal and is non-negotiable as we work to deliver our purpose: Culinary Essentials for Better Food. We believe in running our business to meet the needs of our customers and consumers in a safe manner.

This global policy outlines our commitments, responsibilities, and expectations on health & safety for Flora Food Group operations and offices. Compliance with these commitments and the applicable health & safety legislation is the responsibility of every Associate and contractor acting on our behalf and is a condition of employment or contract.

Definitions

Acronym	Definition
Vision Zero	Flora Food Group's vision of attaining zero accidents within its businesses
Mature H&S Culture (Based on the Bradley curve)	A health & safety culture where everyone is committed to keeping each other safe, being active participants in looking out for ways to reduce risk, provide and receive strong constructive feedback, and have organisational pride in health and safety.
Life Saving Rules (LSR)	Mandatory simple & clear instruction to prevent a fatality or life altering injury should things go wrong.
LOTO/TO	Lock Out, Tag Out, Try Out
Stakeholders	Associates, Agency Workers, Contractors, Visitors & Communities
ISO	International Organisation for Standardisation

Policy Statement

Our commitment to occupational health & safety and process safety management is outlined in the Flora Food Group health & safety framework standards developed in alignment with the ISO 45001 system. This ensures we have a systematic and comprehensive approach across our business. We report our performance internally in accordance with the Flora Food Group Supply Chain Performance Code and externally under our Environment, Social & Governance (ESG) framework. Violation of this policy will result in disciplinary action, up to and including dismissal. It is therefore extremely important that you familiarise yourself with this Policy and strictly adhere to it.

To demonstrate our commitment & achieve the objectives at Flora Food Group:

Flora Food Group Principles & Beliefs

Our commitment to safety is aligned with our value of Care and is non-negotiable. We focus on the health, safety, and prioritise the wellbeing of all Associates. We integrate health & safety into our operations by demonstrating having the Courage to Care for each other and our stakeholders. We prioritise process safety risks to prevent possible catastrophic events with serious consequence to Associates, other stakeholders, the environment, and neighbouring communities at large. We do not make any compromises when it comes to doing what is right.

We believe that nothing we do is worth getting hurt for and anyone who comes to Flora Food Group should go home safely; All injuries are foreseeable and preventable as risks can be managed and every job can be done safely. Based on our Life Saving Rules, no one should carry on with work that is or becomes unhealthy or unsafe.

Flora Food Group Life Saving Rules

Flora Food Group has outlined six mandatory Life Saving Rules (based on high-risk activities and history of incidents) to prevent fatalities and life altering injuries. Suspending work that is or becomes unhealthy or unsafe and seeking guidance from management under the circumstances is mandatory. The Life Saving Rules are:

Rule 1: Hook up at height
Rule 2: Test & monitor confined spaces.
Rule 3: Amputation elimination: Lock to Not Shock (LOTO/TO)
Rule 4: Working safely with hazardous substances & explosive atmospheres
Rule 5: Respect safety critical controls
Rule 6: Drive safely on & off site.

Refer to the ***HSE 1B Flora Food Group Life Saving Rules Guidance*** document for more details.

Health & Safety Governance

We comply with all applicable health and safety legislations and regulations and Flora Food Group policies and standards, applying more stringent criteria than those required by the law when we believe this to be appropriate. Alongside our Associates, we also ensure that contractors and visitors on our sites comply with our health and safety standards.

We identify and find ways to address, or eliminate, health and safety risks in our operations and workplaces. We prioritise addressing high risks and building a mature health and safety culture to protect Associates, contractors, visitors and the public from occupational injuries and illnesses. We regularly review our health and safety risk assessments in line with the local legislation and internal guidelines.

We integrate process safety management requirements into the design, construction, installation, start up, operation, modification, maintenance and repair of systems or equipment that are associated with high risks, to ensure that our process installations remain safe for people, property, and environment throughout their life cycle.

Our health and safety committees, composed of Associates (managers, and other staff representatives), relevant experts and partners are appropriately resourced and trained to enable them to provide robust support to line management.

Health and safety induction training is provided to everyone working for Flora Food Group, including contractors and visitors. All Associates, temporary agency workers and contractors are trained to work safely and to manage health and safety in their area of work. Developing health and safety capabilities for line management is mandated.

Reporting of incidents is mandated. We manage health and safety incidents in a manner that supports and protects all concerned stakeholders (Associates, contractors, visitors and communities) and assets. We investigate incidents and take action to prevent reoccurrence

through shared health and safety alerts and lessons learnt from incident investigations. We investigate near misses and minor incidents with a high potential to cause significant injury.

We transparently set our objectives and targets based on significant risks and the KPIs to measure our performance. We constantly monitor and are dedicated to making continuous improvement of our health and safety performance in all parts of our operations and offices as we continually increase the understanding and sharing of health and safety issues amongst stakeholders, share best practices whilst also learning from industry peers.

We conduct independent health and safety inspections, culture assessments and periodic internal and external audits, to verify the compliance and effectiveness of our health and safety management systems and controls. Outcomes from audits are shared with the Executive Committee (ExCo) and progress on actions closure is closely monitored.

Responsibilities

Flora Food Group's Global End to End Supply Chain Director is accountable for the Health & Safety policy and for creating awareness of this policy to all relevant Associates. Respective Head of Functions are responsible for the implementation of safety measures in their function to meet the standards, including the Life Saving Rules, Flora Food Group framework standards and the safe systems of work established around this policy.

The Compliance Committee is accountable for Flora Food Group's policy framework. The Compliance Committee which includes representatives of the Executive Committee is involved in the approval process and publishing of the Health & Safety policy.

Flora Food Group's Executive Committee (ExCo)

Accountable for providing top level support and sponsorship for health and safety initiatives by:

- Sponsoring and providing resources for health and safety programmes and periodically reviewing their outcomes to evaluate the results and their continued relevance.
- Staying informed of the key workplace risks and the critical controls in place to assure health, safety and security on all Flora Food Group locations.

Flora Food Group Management

Site and Location Leaders are accountable for ensuring full compliance with this health and safety policy wherever they operate. They have overall operational responsibility for health and safety at their location and must:

- Lead by example the health and safety initiatives on their respective locations.
- Comply with all applicable local safety and health legislation, Flora Food Group's Life Saving Rules, health and safety framework standards and all safe systems of work as deployed.
- Establish, maintain, and regularly review the site/location health and safety and process safety management programs, allowing for input from stakeholders, as necessary.
- Identify any hazards and risks stemming from the site's routine and planned operations, activities or services and develop action plans to eliminate, address and control the related risks.

- Define and implement corrective and preventative actions where any incidents, accidents or occupational ill-health occur.
- Set annual objectives and targets to improve the sites performance on health and safety.
- Report mandatory Key Performance Indicators (KPIs), develop and monitor site specific action plans for continuous improvement on health and safety.
- Educate, train, and motivate stakeholders in their premises to understand and comply with our health and safety commitment and applicable legislation.
- Establish joint health and safety committees with Flora Foodie representatives responsible for recommending safety and health improvements in the workplace, identifying hazards and unsafe work practices, and removing obstacles to incident prevention programs.
- Establish suitable procedures to ensure that the access to each Flora Food Group location is safe, secure, and not open to unauthorised visitors.
- Be prepared for emergencies; review and regularly test emergency plans and closely cooperate with communities to improve their emergency preparedness and local authorities to support the site where necessary.

All Flora Foodies

Health and Safety is everyone's responsibility and all Associates are expected to comply with this policy and the health and safety procedures in the workplace. Responsibility for health and safety follows the line management structure; Location Leaders (General Managers & Factory Directors) are accountable for health and safety performance and ensuring adequate resources available for the management of health and safety at work, Line Managers are responsible for health and safety implementation, communication, and compliance.

It is the duty of every Associate whilst at work, and of any contractors / visitors at company facilities to:

- take reasonable care for the health and safety of themselves and others who may be affected by their acts or omissions.
- cooperate with Associates, line management and Flora Food Group on health and safety matters.
- not intentionally or recklessly interfere with, or misuse anything provided in the interests of health, safety, or welfare. To report any health and safety concerns (unsafe acts, unsafe conditions, near misses and incidents) to their line manager and / or the site H&S Officer / Manager.
- contribute to joint safety committee activities as required.
- attend training and awareness sessions relevant for their roles when planned
- attend and participate health and safety day celebrations when organised.
- use the specified and provided Personal Protective Equipment (PPE), tools and devices.

Scope & Applicability

This policy applies to all Flora Food Group locations (inclusive of factories, warehouses, offices) and Associates, contractors and visitors attending them. Where Flora Food Group does not have operating control, e.g., third party manufacturing and warehousing; we encourage the adherence to this policy and principles, championing continuous health and safety improvements in line with our Vision Zero ambition.

Related Documents

1. Flora Food Group Purpose
2. Flora Food Group Code of Conduct
3. Flora Food Group Life Saving Rules Guidelines
4. Flora Food Group Incident Management Guidelines
5. Flora Food Group Health and Safety Framework Standards
6. Flora Food Group Health and Safety Induction Guidelines
7. Flora Food Group Supply Chain Performance Reporting Guideline
8. Flora Food Group ESG Disclosures - Health & Safety Documentation
9. Flora Food Group Statement on Human Rights

This policy supersedes all previous version of any Policy and SOPs (Standard Operation Procedure) (global or local) regarding health and safety

Further health and safety guidance and information can be found at the Flora Food Group Global HSE Portal.

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