

Health and Safety Policy

HSE 1

March 2025 | Version 4.0



1. Purpose

Flora Food Group’s purpose is to deliver the next generation of delicious, natural, nutritious food; more affordable, more sustainable. At Flora Food Group, health and safety are non-negotiable and our commitment to health & safety in our Sustainability Framework underpins everything we do in advancing our Vision Zero goal. 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’s 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.

2. Definitions

Acronym	Definition
Vision Zero	Flora Food Group vision of attaining zero accidents within its businesses
Mature H&S Culture <i>(Based on the Bradley curve)</i>	A health and safety culture where people care for themselves and others, where natural collaboration on challenges, helping others to be effective and safe, networking contributors, receiving and giving strong constructive feedback, and having organisational pride in health and safety is commonplace.
Life Saving Rules (LSR)	Mandatory simple and clear instructions to prevent fatality or life altering injury should things go wrong.
LOTO/TO	Lock Out, Tag Out, Try Out
Stakeholders	Flora Food Group employees, Agency Workers, Contractors, Visitors and Communities
ISO	International Organization for Standardization

3. Policy Statement

Our commitment to occupational health and safety and process safety management is outlined in our Health & Safety Framework standards developed in alignment with the ISO 45001 system. This ensures we have a systematic and comprehensive approach to implementing health and safety and process safety management programmes across our business. We report our performance internally in accordance with our Supply Chain Performance Code and externally under our Sustainability Framework. Violation of this policy may result in disciplinary action, up to and including dismissal. It is therefore extremely important that Flora Food Group employees familiarise themselves with this Policy and strictly adhere to it.

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

Flora Food Group’s Principles and Beliefs

Our commitment is based on caring; safety is a component of our value of “Care” that is non-negotiable. We focus on the health, safety, and wellbeing of all Flora Food Group employees. We integrate health and safety into our operations by demonstrating courage to care for each other and our stakeholders. We prioritise process safety risks to prevent possible catastrophic events with serious consequence to Flora Food Group employees,

other stakeholders, the environment, and neighbouring communities at large. We do not make any compromises when it comes to doing what is right for safety.

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’s 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 and monitor confined spaces.
- Rule 3: Amputation elimination: “Lock to Not Shock” (LOTO/TO)
- Rule 4: Working safely with hazardous substances and explosive atmospheres
- Rule 5: Respect safety critical controls
- Rule 6: Drive safely on and off site.

Refer to the Life Saving Rules Guidance document for more details.

Health and Safety Governance

We comply with all applicable health and safety legislation 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. Apart from Flora Food Group employees, we also ensure that contractors and visitors to site comply with the Flora Food Group health and safety standards.

We identify and find ways to address, or eliminate all together, health and safety risks in our operations and workplaces. We prioritise addressing high risks and building a mature health and safety culture to protect Flora Food Group employees, 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.

We have organized health and safety committees, composed of Flora Food Group employees (managers, and other staff representatives), relevant experts and partners, as necessary. The health and safety committees are appropriately resourced and trained to enable them to provide robust support to line management.

We give health and safety induction training to everyone working for Flora Food Group, including contractors and visitors. All Flora Food Group employees, 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 mandatory.

Reporting of incidents is mandated. We manage health and safety incidents in a manner that supports and protects all concerned stakeholders (Flora Food Group employees, contractors, visitors & 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 thereof. We constantly monitor and improve our health and safety performance.

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.

We 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.

4. Responsibilities

Flora Food Group's Global End to End Supply Chain Director is accountable for the Health and Safety Policy and for creating awareness of this policy to all relevant Flora Food Group employees. Respective Heads 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's 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 and 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 ensure 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 health and safety 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 Food Group's representatives responsible for recommending health and safety improvements in the workplace,

identifying hazards and unsafe work practices, and removing obstacles to incident prevention programmes.

- 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 Food Group employees

Health and Safety is everyone's responsibility, and all Flora Food Group employees 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 and 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 employee 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 actions or omissions;
- To cooperate with colleagues, line management and Flora Food Group on health and safety matters;
- To 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;
- To contribute to joint safety committee activities as required;
- To attend training and awareness sessions relevant for their roles when planned
- To attend and participate in health and safety day activities when organised to promote health and safety; and
- To safety use specified and provided Personal Protective Equipment (PPE), tools and devices.

5. Scope & Applicability

This policy applies to all Flora Food Group operations, inclusive of factories, warehouses, offices, Flora Food Group employees and contractors working in them and visitors to the Flora Food Group locations. Where Flora Food Group does not have operating control, e.g., third party manufacturing (3PM) and warehousing; we encourage the adherence to this policy and principles, championing continuous health and safety improvements in line with our Vision Zero ambition.

6. Related Documents

1. Flora Food Group Code of Conduct
2. Flora Food Group Principles and Beliefs
3. Life Saving Rules Guidelines.
4. Incident Management Guidelines

5. Health & Safety Framework Standards
6. Health & Safety Induction Guidelines
7. Supply Chain Performance Code
8. Flora Food Group Non-Financial Disclosures-Health & Safety Documentation
9. Flora Food Group Human Rights Policy

This policy supersedes all previous versions of Global Health and Safety Policies and forms the basis to review SOPs (Standard Operation Procedures) (global or local) regarding Health and Safety in line with the revised policy.

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

Policy Details	
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