



Health and Safety (H&S) Policy

Introduction

Valeo Foods Group (and its subsidiaries) strives to be a responsible and caring employer who prioritises our personnel's health and safety. Valeo Foods Group is committed to safety throughout our operations, with an organisational goal of zero harm throughout.

As a Group we must ensure all personnel are safe to go about their daily duties and equipped with the proper tools and equipment. Valeo Foods Group is committed to providing safe and healthy work conditions which prevent work-related injuries and illnesses. Valeo Foods Group is committed to the elimination of hazards and reduction of safety risks.

Scope and Governance

In accordance with this commitment, Valeo Foods Group has adopted this H&S Policy which is applicable to all Valeo Foods Group Personnel, agents, representatives and other associated persons such as contract/ subcontract and third-party employees of Valeo Foods Group including all subsidiaries, associates, joint ventures and affiliated companies (collectively, the "Valeo Foods Group" or the "Group").

This Policy, and the internal controls described herein, have been designed to ensure H&S is promoted throughout the business.

This Policy has been approved by Valeo Foods Group's executive management and the Board of Directors. Any internal concerns or questions should be raised at a local level, in accordance with the relevant business procedure.

While Valeo Foods Group is required to comply with applicable laws and regulations, this Policy goes beyond mere compliance with law.

This policy has been approved by Valeo Foods Group's executive management and approved by the Board of Directors. Any internal concerns or questions should be raised at a local level, in accordance with the relevant business procedure.

In addition, the policy is reviewed and monitored based on any new regulations and to priorities industry best practices. The GCPO (Group Chief People Officer) has responsibility for the supervision and implementation of this policy. This policy is reviewed bi-annually and if any amendments are needed this will be actioned to comply fully with H&S reporting and governance requirements in the jurisdictions in which we operate.

Our Commitment

As part of our commitment to providing safe and healthy work conditions, our leadership and employees embrace and adhere to the following objectives:

- Promote and prioritise health and safety.
- Ensure adequate time and resources to help identify and reduce hazards.
- Ensure employees are adequately supervised and given appropriate information, training, and instruction to ensure they are competent to carry out their assigned duties.
- Ensure everyone understands their roles and responsibilities to report accidents, incidents, near misses or any hazards and concerns.

To achieve these objectives, Valeo Foods Group has established an HS Governance System that standardises best operating practices across local businesses. To continuously improve and monitor our HS Management System, Valeo Foods Group:

- Sets targets and monitors key performance indicators to ensure compliance and identify potential risks.
- Requires local divisional levels to provide training to educate employees on best practice safety procedures.
- Establishes required methods for the reporting and tracking of accidents and incidents.
- Conducts periodic independent audits across the Group to measure the effectiveness of Health & Safety programs. The results of such audits are communicated monthly to all relevant parties, including the Board of Directors.

We monitor Health and Safety KPIs against our targets which allows us as a Group to measure our progress towards a safe work environment.

Specific Policy Points

Supply Chain Responsibilities

Local divisional business procedures will ensure compliance and adherence to H&S practices required across their supply chain.

Internal Reporting

Any Valeo Foods Group personnel who has knowledge of, or reason to suspect, any violation of this Policy should follow local divisional business reporting procedures or contact the Group Chief People Officer.

Alternatively, the independent whistle-blowing helpline can be called to maintain anonymity if it is not appropriate to report the matter internally. The whistle-blowing helpline is private and confidential and can be reached at any time of the day or night via www.safecall.co.uk. The hotline also contains local contact details and local language reporting options.

Valeo Foods Group will promptly investigate H&S concerns and pursue appropriate action to mitigate and remediate any risks. Valeo Foods Group does not tolerate retaliation or threats of retaliation against anyone who in good faith reports possible violations of law, this Policy or other Valeo Foods

Group policies or procedures, or participates in an internal investigation or governmental audit or investigation.

Compliance Procedures & Training

Violation of this Policy or refusal to co-operate may result in disciplinary action up to and including termination of employment.

All personnel must adhere to this Policy, keeping in mind their personal responsibility to each other, customers, contractors, suppliers and visitors.

As part of Valeo Foods Group’s ongoing commitment to H&S, all Valeo Foods Group personnel must receive, understand and agree to comply with this Policy.

Valeo Foods Group will offer local divisional businesses periodic H&S training programs to educate personnel about H&S and the requirements and obligations of safety laws and this Policy. All Valeo Foods Group personnel must participate in such training and local records must be kept as evidence establishing compliance with this requirement.

Any questions regarding this Policy can be addressed to the local divisional HR Lead or the Group Chief People Officer.

Last Updated: June 2024

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Group CPO