



## *Global Workplace Health & Safety Policy*

### 1. Commitment and Objectives

Griffith Foods is committed to providing safe foods in a safe way. The health and safety of our people, alongside the safety and quality of our products, are our highest priorities. This policy sets out our approach to ensuring the health and safety of everyone who does work for us (including employees, contractors and other workers) as well as visitors to our facilities.

We implement a global Workplace Health & Safety Management Program across our global operating facilities, which meets or exceeds all applicable laws and regulations regarding health and safety in all the countries in which we operate.

Our Work Health & Safety Management Program is based on the concept of continuous improvement. We are committed to monitoring our health and safety performance across all facilities, investigating the root cause of all incidents, and continually designing and adapting our processes, systems and work practices to reduce health and safety impacts.

### 2. Responsibilities

We expect active participation in our health and safety program at all levels of the organization.

All employees, workers and visitors are responsible for observing health and safety rules and practices. Employees and workers are responsible for immediately reporting accidents, injuries, hazards, broken equipment and unsafe practices or conditions to a supervisor or manager.

Managers at all levels of the business are responsible for managing our Workplace Health & Safety Management Program, regularly monitoring work areas for unsafe conditions and practices and ensuring timely action is taken to correct known unsafe conditions.

Our global Health & Safety management is ultimately responsible for setting objectives and targets, and for allocating the necessary resources to ensure a safe and healthy work environment. Regional and facility management are responsible for the implementation of our Workplace Health & Safety Management Program at facility level. The requirements we make of the management of all Griffith Foods facilities are set out in our Global Workplace Health & Safety Management Standard. These include:

- Establishing a facility-level health and safety policy statement, which is consistent with this Global Workplace Health & Safety Policy and reflects local requirements and context.



- Establishing a facility Safety Committee responsible for conducting health and safety assessments, which is comprised of a cross-section of employees and led by a Health & Safety Coordinator.
- Ensuring health and safety recordkeeping and reporting, including monthly reporting of health and safety KPIs to global management.
- Reviewing the effectiveness of the facility's health and safety management processes at least annually, maintaining compliance with company policy and local laws and regulations, and undergoing periodic audits.

### 3. Requirements

Our approach to health and safety begins with recognizing that safety is everyone's responsibility and with a systematic health and safety hazard identification and risk assessment. Each Griffith Foods facility must maintain detailed health & safety procedures and plans, including emergency preparedness and response plans, and to test these on a regular basis.

All facilities undertake inspections and conduct hazard identification walkthroughs at least monthly. Safety observations, including near misses, must be documented and reviewed, and corrective actions identified and tracked to completion.

All facilities have investigation procedures in place to respond to and determine the root cause of reported incidents. Facility management are responsible for reviewing and responding to all incidents, and reporting them both to any applicable government agency and to Griffith Foods corporate management.

Specific technical requirements of our Workplace Health & Safety Management Program are further set out in our Global Workplace Health & Safety Management Standard.

### 4. Compliance

Our commitment to health and safety starts with our Code of Ethics and Business Conduct, which includes the behaviors on health and safety that are expected from each employee. Every Griffith Foods employee receives a copy of our Code of Ethics and Business Conduct and commits in writing annually to the advancement and protection of its requirements. We support this through training to ensure each employee's actions are in line with our company's commitment.

Facilities are required to provide further training on health and safety to employees and workers, including regular safety talks and further specific training for inspection teams. Records must be kept of all trainings, and completion reported to global management.

To ensure the consistent global implementation of our Workplace Health & Safety Management Program, Griffith Foods has developed an internal audit standard, which is aligned with the ISO 45001 Occupational Health and Safety standard. Each facility must complete an annual self-audit and must also participate in



audits led by corporate managers. Audit findings must be reviewed by facility management and corrective actions implemented.

## 5. Governance

This policy applies to Griffith Foods Worldwide Inc. and the entities in which we hold a majority interest.

It is overseen by our Board of Directors, including our Chair and CEO, who are informed at least annually of our health and safety progress and performance. Our VP, Global Manufacturing Services is responsible for ensuring the application and continued oversight of the policy across our business. The policy will be reviewed at least once every three years to ensure that its requirements remain relevant and implementation remains effective.