

## Health and Safety Policy

The Hilton Foods Board of Directors is dedicated to putting Health, Safety and Well-being at the heart of what we do through good leadership, safe behaviour and the continuous improvement of our Safety Management System. The Board has clear oversight of this policy with the Group CEO holding responsibility at Board level. Individually and collectively, we all play an important role in meeting our commitments to Health, Safety and Well-being.

The implementation of this policy is endorsed by the Board of Directors, Executive Leadership Team and signed by the Group CEO.

Our vision is that every day our people go back to their families safe and well and we achieve this by asking everyone to **Think safe, Act Safe, Stay Safe.**

In our pursuit of our vision we will,

1. Put health, safety and well-being at the heart of what we do.
2. Implement our Health and Safety Management System which includes the identification of hazards and risks which could cause harm, and adopting suitable controls to ensure we provide a safe workplace.
3. Set measurable objectives and targets to reduce the number of incidents and their severity.
4. Continuously improve and progressively set higher standards in our health, safety and well-being performance.
5. Engage in fair and effective consultation, and co-operation with all employees and employee representatives in relation to relevant health, safety, mental health and well-being matters.
6. Protect all our people (employees, contractors and visitors) against hazards and risks through the application of risk management to prevent injury, harm and occupational disease across all operations wherever work is undertaken on behalf of Hilton Foods.
7. Make available and use appropriate resources and processes to eliminate or minimise health, safety and well-being risks.
8. Commit to review and improve workstations and workplace ergonomics to reduce injuries and promote well-being.
9. Implement processes for receiving and considering information concerning health, safety and well-being incidents, hazards and risks and respond in a timely manner including setting up action plans and prioritising action completion.
10. Verify the availability and use of health, safety and well-being resources and processes.

11. Provide necessary information, education, training, instruction and supervision concerning health, safety and well-being.
12. Assist our people to understand their responsibilities for the effective implementation of the Health, Safety and well-being policy.
13. Comply with all relevant Occupational health, safety and well-being international standards, and regulations, collective agreements, and where appropriate voluntary programmes on Occupational Health and Safety.



Steve Murrells CBE  
Group Chief Executive Officer  
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