



Occupational Health and Safety Policy



Introduction

As a responsible manufacturer of food and beverages we are committed to providing healthy and safe working conditions for our employees. We aspire to maintain an accident-free workplace as well as providing for the health and well-being of our employees, not only at Strauss sites, but also wherever they are engaged in performing their roles. Our OHS Policy also includes ensuring safe conditions for contractors, consultants and visitors while at Strauss premises.

Strauss Group's Policy on Occupational Health and Safety outlines our individual and shared responsibilities for health and safety and describes how we embed these in our work practices, serving as a statement of commitment from Strauss Group's Board of Directors and most senior executives, a guideline for the managers and employees in our business, and a promise to all our stakeholders and all others we interact with.

Scope

The scope of this Policy on Occupational Health and Safety covers all the operations of Strauss Group throughout our global supply chain.

Details

Accident free workplace

We believe that our employees are our most important asset and as such we devote all the necessary energy and attention to protect them and our visitors. This is why we aspire to be at the forefront of accident prevention and strive for zero accidents.

Health and safety management

We aim to provide a safe and healthy work environment for all employees, contractors, consultants and visitors by proactively identifying and correcting unsafe conditions and behaviors and systematically investigating safety incidents and near-misses and taking action to prevent recurrence.

We operate our facilities in line with strict procedures that require detailed attention to all our practices and controls with full engagement of our leadership at all levels.

Our managers develop site-specific health and safety improvement objectives and monitor performance, including an annual review of the management system's effectiveness and adequacy, on-going self-assessments and audits.

We commit to perform systematic identification of hazards and to manage them with appropriate risk assessments and subsequent actions to minimize danger. This includes attention to workstations and office environments which conform to ergonomic design guidelines and ensure safe lighting and ventilation controls. Similarly, our safety risk assessments include attention to potential occupational hazards associated with the performance of job tasks which are also appropriately mitigated, where relevant.

We establish emergency and contingency plans to deal with risks. This approach also minimizes threats to the business, protecting our shareholders' interests.

Fostering a health and safety culture

We build a proactive culture by driving ownership of health and safety at the individual, managerial and organizational levels. We encourage employees to engage in dialogue with peers and management about safe behaviors and safety risks. We also encourage their active participation and consultation in health and safety efforts and initiatives.

Employee accountability

Our employees are accountable for maintaining a safe workplace, preventing safety and environmental incidents, and complying with regulatory and company standards. In the event of an accident or near-missed accident or a safety concern, employees must notify management promptly, so the issue can be addressed.

Our employees are guided to only undertake work that they are trained, competent, medically fit, sufficiently rested and alert enough to do.

Our managers are expected to comply with health and safety procedures and instructions relevant to their work and ensure that their teams follow applicable health and safety procedures and instructions.

Continuous improvement

We aim to continuously improve our health and safety management practices by fostering a global “zero accidents” approach and we regularly enhance our systems and processes and integrate health and safety expectations into business practices.

Compliance

We constantly work to comply, and exceed when possible, with all applicable health and safety laws and regulations in all the markets in which we operate. We establish and maintain appropriate compliance programs to ensure management and employees’ involvement in, and oversight of, material health and safety efforts, and allocate appropriate resources to address required actions.

As part of our compliance programs, we provide our employees with targeted training to help them perform their duties with safety in mind to ensure that they, and visitors to our sites, are safe. Safety training includes all aspects of safety-at-work including road safety. Our employees are trained to promptly report to local management any actual or near-miss accident or injury, illness, unsafe or unhealthy condition, incident, spill or release of material to the environment, so that steps can be taken to correct, prevent or control those conditions immediately.

We monitor compliance with all applicable health and safety laws and regulations, as well as internal policies and procedures, in all the markets in which we operate. Appropriate action is taken in the event that regulatory or company standards are not met.

Safety managers, SHEQA (Safety Health Environment Quality Assurance) Directors or Supply Chain Directors/Plant Managers at each Strauss Group site are responsible for ensuring the implementation of OHS practices and policies. Our OHS performance is monitored throughout the year and reported periodically to Strauss Group management and the Board of Directors.

As a member of the United Nations Global Compact, Strauss Group publishes an annual Communication on Progress that reconfirms our commitment to the Human Rights and Labor principles of the UNGC. We also publish an annual Sustainability Report according to GRI Standards in which we report transparently on material health and safety indicators.

Communication

This Policy is available to Strauss Group employees through our internal internet portal and externally on our corporate website.