

Group Safety & Health Policy

Issue number:	01
Owner(s):	Group Head - Manufacturing (Group Safety)
Approved by:	ESG Committee
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Effective Date:	April 23, 2021

1. Purpose

The purpose of this Policy is to describe the strategic intent at Vitasoy International Holdings Limited (the “Group” or “Vitasoy”) to ensure the safety and health of its employees and other persons in the workplace, in accordance with the relevant statutory requirement. As part of the holistic approach of our sustainability governance, this Policy complements our Group Fair Labour Practices Policy on Occupational Safety and Health, which is one of our material topics in sustainability of our business.

Vitasoy will adopt reasonably practicable measures that will contribute to making the workplaces safe and healthy. Through implementation, it contributes to the United Nations Sustainable Development Goals (UN SDGs) regarding Goal 3 Good Health and Well-Being and Goal 8 Decent Work and Economic Growth.

2. Scope

This Policy applies to all employees of Vitasoy’s operations that are of our direct management control, and agents, contractors and visitors on our premises are expected to follow. Where there are differences or conflicts with this document and local laws, the higher standard should prevail.

3. Principles and Commitments

Vitasoy is committed to:

- Meet relevant safety legislation;
- Work to continuously improve our safety performance;
- Provide our people with supervision, training, tools and equipment to stay safe;
- Identify and reduce safety risks to as low as reasonably practicable;
- Communicate and consult with our people on matters affecting their safety;
- Support our people in the event they are injured at work.

4. Management

Management shall ensure that effective job safety training programmes are implemented for all employees.

Market Heads shall review the key monthly safety KPI’s (LTIR, LTI)¹ and make recommendations to improve the safety performance. The Global Safety Committee, to be chaired by Group Head - Manufacturing (Group Safety) with safety representatives including Safety Manager or representative for each of the Markets, shall meet on a regular basis to reviewing the key monthly safety KPI’s and implement safety programmes for all Regions.

5. Reporting of Injuries

Managers/Supervisors shall be responsible for maintaining an effective safety incident prevention effort within his or her area of responsibility. Each Manager/Supervisor shall also ensure that all safety incidents are thoroughly investigated and reported.

¹ Lost Time Injury Rate (LTIR), Lost Time Injury (LTI)

All employees shall be held accountable for reporting injuries to their supervisor immediately after an injury occurs, even if medical treatment is not required. All LTI's must be reported within 24 hours of the incident occurring to the Group Head - Manufacturing (Group Safety) and the respective Market Head / Group Function Head.

6. Breach of Policy

All personnel in the workplace must comply with this Policy at all time.

All employees shall comply with this policy and all relevant local health and safety or occupational safety policies and procedures. Failure to do so may be subject to disciplinary action (up to and including termination of employment).

Market and Group Function Heads are responsible to actively manage all safety performance within their area of responsibility.

Agents or contractors of Vitasoy who are found to have breached this Policy or the contract Health and Safety requirements may have their contracts with Vitasoy terminated, or not renewed.

7. Implementation

Responsibility for implementing this Policy lies with Market Heads, Market HR Heads, Group Function heads and Group Head - Manufacturing (Group Safety).

8. Review of the Policy

The ESG Committee will conduct a periodic review on this Policy every three years and whenever deemed necessary.

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