



HEALTH AND SAFETY POLICY

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Preamble

Lotus Bakeries is committed to operating in a sustainable responsible manner in its own operations and throughout its entire supply chain. This policy is part of Lotus Bakeries sustainability programme 'Care for today, respect for tomorrow' and applies to our global operations. It underlines our commitment to the UN Global Compact and our contribution to the Sustainable Development Goals (SDG's).

Policy objectives

At Lotus Bakeries, we are committed to ensure a healthy and safe working environment, supported by our TOP culture: Team, Open dialogue, and Passion. We focus our efforts on safeguarding our employees, contractors, and everyone connected to our company. Our aim is ultimately, to foster a health and safety culture that strives for zero accidents and zero fatalities.

Principles

1. **Compliance:** We ensure full compliance with all applicable local, national, and international regulations and industry standards in the countries in which we operate.
2. **Health and Safety Policy:**

The health and safety policy focuses on four key areas:

1. Occupational Health: Ensuring the health and well-being of employees related to the workplace.
2. Personal Safety: Providing safe working tools and standards to protect employees from personal injury.
3. Process Safety: Maintaining safe operational processes.
4. Rolling Material Safety: Ensuring the safety of materials in motion.

The health and safety measures include:

Risk assessment

- We are committed to systematically identifying hazards and managing them through appropriate risk assessment and actions to minimize danger.
 - New machinery and equipment undergo extensive safety inspections.
 - Safety inspections and feedback tools are used to identify and report unsafe situations.
 - Regular assessment of noise level and ergonomic are conducted.
 - Specific protocols are implemented to prevent slips, trips, and falls.
- We strive for continuous improvement. When hazards are identified, we work to understand the root causes and enhance our performance by designing and adapting processes, work practices and systems.

Developing guidelines and procedures

- Clear safety procedures and operating guidelines are created based on risk assessments.
- Adapted work clothing is provided to employees and contractors to ensure a safe work environment.

Raising awareness and safety training

- Safety training is essential to safeguard employees. Regular training sessions are held to emphasize the importance of safety and prevent dangerous situations.
- Qualified first aid officers are present at every site.
- Emergency procedures are established and practiced annually.

3. Leadership, organisation and monitoring

1. To foster a strong safety culture that prevents accidents we lead by example, care for our colleagues, providing positive feedback.
2. Local safety and health are managed decentrally within local organisations, with local management accountable for the implementation.
3. We ensure that contractors and other third parties entering Lotus Bakeries sites have sufficient relevant information, training and proper equipment to execute safely their tasks.
4. Health and safety management is a key consideration in selecting suppliers and contractors.
5. Management monitors health and safety performance through regular reporting. Monthly reports on work-related accidents are reviewed, and corrective actions are taken as needed.

Reporting

- We will review and update our health and safety policy to reflect best practices.
- We will communicate our health and safety commitments to all stakeholder.

Overall Commitment

We are committed to a culture of Health & Safety. By adhering to this policy and procedures, we aim to maintain a safe and healthy workplace for all.