

Group Safety & Health Policy

Issue number:	02
Owner(s):	Group Head - Safety
Approved by:	ESG Committee
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1. Overview

The purpose of this Policy is to describe the strategic intent of 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 the 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 under our direct management control, and agents, contractors, and visitors on our premises are expected to follow. Where there are differences or conflicts between this document and local laws, the higher standard should prevail.

3. Principles and Commitments

- Comply with all applicable safety and health legislation;
- Strive to continuously improve our occupational safety and health performance;
- Equip our employees with supervision, training, tools and equipment to enable them to work safely and healthily;
- Proactively identify and mitigate safety and health risks to as low as reasonably practicable;
- Establish clear prioritisation frameworks and actionable plans to address identified risks in a timely manner;
- Engage in open communication and consultation with employees on all matters affecting their safety and health;
- Provide support to employees in incidents of workplace injury.

4. Implementation

Management

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

Management shall ensure that effective job safety and health training programmes are implemented for all employees. Market Heads shall review the key monthly safety /health KPI's, including Lost Time Injury Rate (LTIR), Lost Time Injury (LTI), near misses, and other relevant KPIs, and make recommendations to improve the safety and health performance through action plans. Group Head - Manufacturing or an alternate appointed by the Group CEO, shall assume the role of Group Head – Safety. The Group Head – Safety shall review all Markets' key safety/health KPIs and effectiveness of safety and health initiatives and programmes on a monthly basis.

Reporting of Safety and Health Incidents

Managers/Supervisors shall be responsible for maintaining an effective safety/health incident prevention effort within their area of responsibility. Each Manager/Supervisor shall also ensure that all safety/health incidents are thoroughly investigated and reported in accordance with standard procedures. We also encourage employees to report minor injuries and near misses to their supervisors to facilitate learning, prevention and capacity building. 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 - Safety, respective Safety Managers in each Markets, and the respective Market Head / Group Function Head.

The Company will continue to report externally on associates-related LTI. All Markets shall track minor injuries and near misses of agents and contractors who are working on Vitasoy's premises.

Breach of Policy

All personnel in the workplace must comply with this Policy.

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 areas of responsibility.

5. Review of the Policy

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

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