



HEALTH AND SAFETY POLICY

JACOBS DOUWE EGBERTS, is committed to providing a safe and healthy work environment for associates, contractors and visitors.

We strongly believe that:

- All **accidents are preventable** and our ultimate goal is to eradicate accidents from our workplace.
- Health and Safety is a joint **responsibility of employer and associates**.
- Safety always takes priority over production and follows our **Motto**:
“**We work safely or we do not work!** This is our condition of employment.
- Our Occupational Health and Safety Management System, aligned with OHSAS 18001, is our tool to drive **continuous improvement**.

We are committed to:

- **Meeting all applicable Health and Safety regulations** and JDE company standards.
- Hold managers accountable for managing Health and Safety by demonstrating **Safety Leadership and by always being a good example**.
- **Monitor and Investigate Causes of Accidents** and work-related illnesses to prevent them from happening a second time.
- Implement our **Safe Behaviour programs** which encourage employees to engage in Safety dialogues and speak up in case of violation.
- **Create and maintain a World Class Safety culture** to achieve an accident free work environment for our associates, contractors and visitors.

What does the company expect from you?

- We expect all associates, contractors and visitors **to follow our Health and Safety Policy and our JDE Global Health and Safety standards**.
- We ask everybody to get actively involved in our Health and Safety Programs.
- If you become aware of any non-compliance to this policy and standards, you are expected to speak up according to the JDE Speak-Up Policy, if preferred also anonymously.
- Please reach out to your local manager or HR contact for access to our JDE Health and Safety standards or related questions.

JDE 6 LIFE SAVING RULES - We work safely or we do not work!



Culture
Calibration
Consistency

