

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:

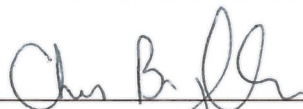
- All accidents are preventable and our ultimate goal is to eradicate accidents from our workplace.
- Health and Safety is a joint responsibility of employer and associates.
- Safety always takes priority over production and follows our Motto: **“We work safely or we do not work!”** This is our condition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

We are committed to:

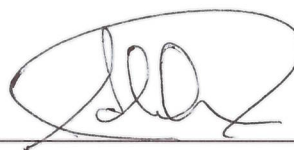
- Meeting all applicable Health and Safety regulations and JDE company standards.
- Hold managers accountable for managing Health and Safety by demonstrating **Safety Leadership and by always being a good example.**
- Monitor and Investigate Causes of Accidents and work-related illnesses to prevent them 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.



Chris Brighton
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Abel Martinez
Global Operations Excellence &
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