



UNITED PETFOOD

Employee Health & Safety policy

Version 2

Approved by the board of directors: 30 08 2024





Employee Health & Safety policy

A robust policy is essential to effective health & safety monitoring

1. Scope of application

This Employee Health & Safety policy (hereinafter 'Policy') applies to United Petfood Group BV and each and every subsidiary company of United Petfood Group BV (hereinafter 'United Petfood' or 'We').

2. Introduction

United Petfood recognises its responsibilities as an employer to ensure the health, safety and welfare of all employees whilst at work and prevent injury and ill health. We also recognise our responsibilities in ensuring that the rights of other individuals are not adversely affected by our work activities. We will assess the hazards and risks faced by our workforce in the course of their work and take action to control those risks to an acceptable, tolerable level.

United Petfood also recognises the importance of involving their employees in the management processes and undertakes to involve them in issues that affect Health & Safety and inform, train and supervise them with regard to their responsibilities under current Health & Safety legislation. Each and every individual has a vital and specific role in maintaining United Petfood's safety standard. Our Managers and Supervisors are made aware of their responsibilities and are required to take all reasonable precautions to ensure the safety, health and welfare of our workforce and anyone else likely to be affected by the operation of our business.

3. Performances

United Petfood intends meeting its legal obligations by providing and maintaining a safe and healthy working environment so far as is reasonably practicable. This will be achieved through:

- Providing leadership and adequate control of identified health and safety risks.
- Consulting with our employees on matters affecting their health and safety.
- Providing and maintaining safe plant and (protective) equipment.
- Ensuring the safe handling and use of substances.



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- Providing information, instruction, training where necessary for our workforce, taking account of any who do not have English or the applicable local language as a first language. Information and training are particularly important when the worker has to perform a new or modified task.
- The registration of arrival and departure of persons on the site, so that persons who are insufficiently familiar with the risks of the site are informed and can be guided if necessary.
- Ensuring that all workers are competent to do their job and giving them appropriate training and tools to do so.
- Preventing accidents and cases of work-related ill health.
- Actively managing and supervising health and safety at work.
- Seeking professional and competent advice on the conduct of its Health & Safety program.
- Aiming for continuous improvement in our Health and Safety performance and management through regular (at least annual) review and revision of this policy, and
- The provision of the resource required to make this policy and our health and safety arrangements effective.

United Petfood also recognizes:

- Its duty to co-operate and work with other employers when working at premises or sites under their control to ensure the continued Health and Safety of all those at work, and
- Its duty to co-operate and work with other employers and their workers, when their workers come onto our premises or sites to do work for us, to ensure the Health and Safety of everyone at work.

To help achieve our objectives and ensure our employees recognise their duties under health and safety legislation whilst at work, we will also remind them of their duty to take reasonable care for themselves and for others who might be affected by their activities.

4. Occupational Safety

Worker exposure to potential safety hazards (e.g. employees become exposed to large amounts of particulate causing safety concerns, inhalation of nanoparticles) are to be controlled through proper design, engineering and administrative controls (e.g. of particulate extraction devices), preventative maintenance and safe work procedures, and ongoing safety training. Where hazards cannot be adequately controlled by these means, employees are to be provided with



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appropriate, well-maintained, personal protective equipment. Employees shall not be disciplined for raising safety concerns.

5. Emergency Preparedness

Procedures to identify the potential for and the response to accidents and emergency situations shall be established and maintained, including mitigation of associated environmental impacts. United Petfood shall review and revise, where necessary, its emergency preparedness and response procedures, in particular, after the occurrence of accidents or emergency situations. United Petfood shall periodically test such procedures where possible.

6. Occupational Injury and Illness

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness, including provisions to:

- Encourage workers to report, classify and record (near) accidents, injuries and illness cases.
- Provide necessary medical treatment.
- Investigate cases and implement corrective actions to eliminate their causes.
- Facilitate return of employees to work.
- Regularly audit whether the goals in terms of injury and illness are being fulfilled.

7. Industrial Hygiene

Worker exposure to chemical, biological, and physical agents is to be timely identified, evaluated and controlled. Appropriate measures must be taken to control overexposures. When hazards cannot be adequately controlled by such means, worker health is to be protected by appropriate personal protective equipment programs.

8. Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled.



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9. Machine Safeguarding

United Petfood's production and other machinery is to be evaluated for safety hazards at least once a year. United Petfood shall timely correct deficiencies. Corrective actions shall be taken with the intention of resolving the issue, followed up to ensure their effectiveness. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to employees.

10. Sanitation, Food and Housing

Employees are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided are to be maintained clean and safe, and provided with appropriate emergency exits, hot water for bathing and showering, and adequate heat and ventilation and reasonable personal space along with reasonable entry and exit privileges.

11. Governance - Roles - Responsibilities

The General Manager is responsible for implementing and monitoring this Policy at the relevant subsidiary under its supervision. This includes ensuring that all operations/activities align with the Policy's objectives and that employees comply with its guidelines. Severe violations of the Policy should be reported to Group Management, and if necessary, to the Board of Directors.

12. General

United Petfood will ensure that its Health & Safety policy is relevant to the purpose of the business, including a commitment to comply with all relevant national and international legislation and any other requirements that United Petfood may subscribe, match industry best practices and to continually improve its occupational Health & Safety Management System's effectiveness.

Where a local Health & Safety policy is implemented at the relevant subsidiary, or local standards, law and regulations differ from this policy, the most stringent rules shall apply.

All aspects of United Petfood's Health & Safety policy are subject to regular management review and all related processes and procedures are subject to on-going audit.

United Petfood reserves the right to amend this policy at any time.



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This Policy takes effect on September 1st, 2024 and replaces all previous Health & Safety policies at group level.