

HEALTH, SAFETY, AND WELLBEING POLICY

MD-HSW-001-00



At Lactalis-Mainland Dairy, we are committed to providing a safe, healthy, and supportive environment for all employees, contractors, and visitors. Our leaders play a critical role in fostering a positive culture and are accountable for health, safety, and wellbeing outcomes.

Our Commitments

We will achieve our health, safety, and wellbeing objectives by:

- Demonstrating genuine leadership and continuously improving through collaboration and consultation.
- Learning from incidents, accidents, and everyday work to understand operational realities.
- Focusing on risks with the potential for serious physical or psychological harm, regardless of likelihood.
- Proactively identifying opportunities to reduce exposure to serious harm.
- Designing work and systems that are effective, error-tolerant, and support safe and healthy performance.
- Providing an environment that promotes physical, mental, and social wellbeing, along with timely support.
- Eliminating hazards and reducing risks as far as reasonably practicable.
- Meeting all legal and compliance obligations.

Our Expectations

We expect that:

- Everyone demonstrates safety leadership and a learning mindset.
- Workers, contractors, and partners understand their risks and how they are controlled.
- Controls for health, safety, and wellbeing risks are consistently applied.
- We work together to make healthy and safe work the easy choice.
- We learn from events and embrace insights from internal, industry, and regulatory sources.
- Leaders respond to incidents with care and curiosity to encourage engagement and reporting.
- Injured or ill workers are supported to return to work safely and effectively.
- Health, safety, and wellbeing performance is monitored and reported to senior management.

A handwritten signature in black ink, appearing to read "René Dedoncker", is positioned above a horizontal line.

René Dedoncker, Chief Executive Officer

Approved 1st April 2026