

Health and Safety Policy

Olam is committed to providing a healthy and safe workplace for our employees, contractors and visitors.

Our vision of embedding a 'zero harm culture' is delivered through safety leadership and embodied in 'Our Shared Values'.

Our goal:

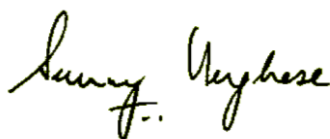
- Deliver a world-class safety programme across all Olam facilities, with workplace risk management as a core capability.

To achieve these goals, we will:

- Promote consultation between management, employees, contractors and interested parties on those matters affecting safety and health in the workplace
- Form facility safety committees chaired by the Facility Manager to identify, assess and eliminate risk or implement risk mitigation actions based on risk prioritisation
- Implement a safety management programme based on safe systems of work, including Risk Assessment and Mitigation, Job Safety Analysis and Permit to Work
- Establish measurable health and safety goals and targets supported by processes to accurately measure, trend and report our progress
- Maintain robust conformance assessments using internal and external auditors.

For the management and implementation of all policies, we will:

- Conduct our business with integrity and in compliance with the relevant laws of the countries in which we operate and in accordance with recognised international and national standards, guidelines and processes
- Require all levels of Olam management to be accountable for applying the policy in their business decisions
- Ensure all employees, business partners, contractors suppliers and visitors understand this Policy and their own responsibilities and accountabilities and receive appropriate training and support for success
- Establish strategies and management systems to create and prioritise measurable objectives and execute improvement plans that are aligned with our business goals and address our significant risks, impacts and opportunities
- Communicate and publically report meaningful and accurate information regarding our performance to demonstrate continual progress towards commitments made in our policies
- Regularly review this Policy for business alignment including 'Our Shared Values' and key stakeholder expectations.



Sunny George Verghese
Group MD and CEO
Olam

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