



FrieslandCampina nir

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Safety policy



Compass

We believe in Zero accidents

FrieslandCampina is committed to the safety and health of its employees and everyone involved in our business. The safety and health of our people is our highest priority and non negotiable.

It is our belief that all accidents can be prevented.

We are therefore committed to:

- A global, systematic approach on safety management focused on continuous improvement and external benchmarking.
- Compliance with legal requirements, FrieslandCampina and industry standards.
- Life-Saving Rules: full compliance with our set of Life-Saving Rules.
- We continuously train our employees, contractors and visitors to make sure they fully understand these rules and behave accordingly.
- Working closely together with our suppliers on improving our safety performance.
- Ensuring all equipment and assets are maintained to the highest level of operating safety.
- Valuing safety as part of our employee performance system.

Therefore we have the following expectations:

- Safety leadership, every leader demonstrates visible and felt commitment to safety, ensures that our company is a safe working environment and:
 - set clear expectations and manages rule breaking fair and consistently;
 - listens and acts when rules cannot be followed in practice;
 - timely responds to concerns and involves employees in structural solutions.
- Each employee, contractor and visitor will show accountability for safety for themselves and others and:
 - strictly follows all safety rules and speaks up when there are barriers for working safely;
 - intervenes when observing unsafe behavior and readily accepts feedback to create safe behaviors;
 - reports unsafe situations and works with colleagues to create a safe working environment;

Together we prevent all injuries through a culture of care and collaboration.

On behalf of the Executive Board of FrieslandCampina,

Hein Schumacher
Chief Executive Officer



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