

January 1, 2018

Health and Safety Policy

Our Health and Safety policy is to provide and maintain a safe and healthy working environment for our employees and contractors and provide adequate safeguards against risks associated with our work activities.

We believe that excellence in health and safety results in excellent business growth and that everyone has a role to play in preventing injuries and illnesses. To achieve these goals, health and safety must be integrated into all business management processes.

We believe that all injuries and work related illnesses can and must be prevented; that site management is accountable for their site's health and safety performance.

We will ensure safe handling and safe use of chemical substances and in order to do this, we will also provide such information, training, and supervision, as is required to meet this goal. Training will advance a strong safety culture that will become a part of our DNA and will effectively prevent accidents.

All employees have the responsibility to comply with company guidelines to achieve a safe and healthy workplace, to take reasonable care of themselves and others, and not to interfere with means provided to safeguard their health and safety.

We will work energetically towards our ultimate goal of zero accidents and injuries. We will drive the implementation and continuous improvement of safety and health training and communication with employees, contractors and other stakeholders.

PRODUCT SAFETY

Our policy extends to our products and at eliminating any potential harmful effects on our customers. It is very important that our business partners and we together ensure ingredients and products meet the requisite quality standards. We expect business partners to immediately report to us any concerns about product safety.

MANAGEMENT STRUCTURE & RISK ASSESSMENTS

Every site will have a health and safety department manned by full-time employees. They will have clearly defined responsibilities, which will include (but not be limited to); overseeing compliance by employees and contractors, communicating and training about health and safety policies, issues, and practices, analysis of safety violations, safety audits, implementation of policies and new practices, and continuous improvement.

Risk assessments will be undertaken by sites regularly to ensure that current procedures are still appropriate for the associated risks. They will be reviewed when the existing equipment or manufacturing process are changed or new ones installed.