

	Document No	Title	Author	Approval	Issue
	FEI.POL.1.2	HEALTH & SAFETY POLICY	LP	27/01//2026	4

FEI Foods Limited Health and Safety Policy Statement

At FEI Foods Limited, we are committed to providing a safe and healthy working environment for all employees, contractors, visitors, and anyone else affected by our operations. We recognise our responsibility to identify and manage risks, comply with legal requirements, and continually improve our health and safety performance. This policy statement outlines our commitment to health and safety and sets the framework for our Health and Safety Management System.

- **Leadership Accountability:** We have established clear responsibilities for health and safety at all levels within the business through job descriptions and annual objectives. Individuals are accountable for their safety and the safety of others who could be harmed by their acts or omissions. The FEI Executive Team are accountable for the provision, maintenance and governance of health and safety resources and systems, to enable the effective implementation and operation of this policy. Safety will never be compromised for any other objectives.
- **Legal Compliance:** To ensure we are compliant with all applicable health and safety laws, regulations, acts, orders and industry standards, we will routinely review and update our policies and procedures, as part of our continuous improvement mindset and communicate any changes to all relevant people.
- **Risk Assessment and Management:** We will identify, assess, and manage health and safety hazards and risks associated with our activities. Control measures will be implemented to minimise or eliminate these risks to ensure a healthy and safe working environment.
- **Incident Reporting and Investigation:** All incidents, accidents, and near misses will be reported, investigated, and documented. We will track root causes so that lessons learned from investigations can be used to improve our future health and safety performance.
- **Communication:** This starts with the effective communication of this policy and our safety management system, maintaining open and effective two-way communication channels to ensure that all relevant health and safety information is shared promptly with employees and other stakeholders. This includes regular updates, governance, escalations, reports, training sessions, and awareness campaigns.
- **Employee Involvement:** We actively encourage employee involvement in health and safety matters, seeking their input and engagement in the development, implementation, and review of health and safety procedures. We shall continue to encourage escalation, near miss and hazard reporting within our operations and give feedback on actions taken.
- **Emergency Preparedness:** We will maintain effective emergency response procedures, conduct training and complete regular drills, to minimise the risk and mitigate the negative impacts of a major safety incident.
- **Training and Competence:** We shall provide sufficient, relevant health and safety information, instruction and training to all employees, ensuring that employees are competent to carry out their tasks safely and effectively. We will provide adequate first aid provisions, First Aiders, Fire Marshals and Mental Health Champions.
- **Well-being:** We recognise the importance of promoting the overall well-being of our employees, including both physical and mental health. Initiatives to support employee well-being will be promoted and implemented.
- **Plant and Equipment:** We will provide and maintain safe plant, equipment and welfare facilities. Ensure safe handling, transportation and use of substances and materials. We will monitor environmental risks and complete health surveillance as appropriate.
- **Review and Revision:** This Health and Safety Policy Statement will be reviewed periodically to ensure its ongoing relevance and effectiveness. Any necessary revisions will be made to reflect changes in legislation, technology, or organisational structure.

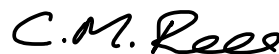
All employees at FEI Foods Limited must take reasonable care of the health and safety of themselves and others whilst at work and co-operate fully in all health and safety related matters.

Signed:



Lloyd Williams
Managing Director
Date: 27/01/2026

Signed:



Christian Rees
Operations Director

Date: 27/01/2026