

Global Health, Safety and Wellbeing Policy

December 2019

At Fonterra we believe:

In our duty of care to our people, contractors and visitors, providing a safe and healthy work environment where everyone is able to return home from work safely every day, everywhere.

Continuous health, safety and wellbeing improvement is an integral part of everything we do. This is fundamental to our business and essential to our long-term sustainable success.

We are committed to:

- Fostering our culture at Fonterra where everyone owns and leads our health, safety and wellbeing commitments, and which is recognised as industry-leading.
- Delivering on our ambition through:
 - **People**, including our employees, contractors and visitors, who believe that harm is avoidable and who support a safe and healthy work environment.
 - **Processes** that always prioritise safe work practises, proactively identifying and managing exposure to risk and ensuring that our business activities comply with all statutory and / or legal requirements specific to the regions in which we operate.
 - **Plant and Equipment** that considers design, operation, management and maintenance that always prioritises a safe and healthy work environment.

And we expect that:

- Our Safety Management Systems are continuously improved to minimise exposure to critical safety risks.
- All Leaders are committed to and demonstrate our health, safety and wellbeing principles, and support their teams with the expectation to do the same.
- All health and safety incidents are reported, recorded and investigated accurately and thoroughly, so that root causes are identified and corrective actions put in place to prevent repeat incidents.
- Anyone who suffers a work-related injury or illness is supported with an individualised return to work programme, which reflects our duty of care to our people.
- The personal wellbeing of our people is valued and enabled through targeted health and wellbeing initiatives.
- Our world class health, safety and wellbeing performance is measured and reported to senior management and our Board to ensure we continually seek to improve our work environment



Miles Hurrell
Chief Executive Officer



Greg McCullough
Director Global Safety, Quality and Regulatory