

Global Health, Safety and Wellbeing Policy

Board approved 16 February 2023

At Fonterra:

Our ambition is to provide a zero harm workplace where our people, contractors and visitors are able to return home safely, every day, everywhere.

Continuous Health, Safety and Wellbeing improvement is integral to everything we do. This is fundamental to our business and essential to our sustainable success.

We are committed to:

- Fostering a culture at Fonterra where everyone owns and leads our Health, Safety and Wellbeing. In doing so we are good together, you, me, us together Tātou, Tātou.
- Delivering on our purpose 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 ensure safe work practices, proactively identify and manage exposure to risk and that make sure our business activities comply with all statutory and legal requirements specific to the regions where we operate.
 - **Plant and Equipment** that considers design, operation, management and maintenance that creates a safe and healthy work environment.

And we expect that:

- Our people are committed to Health, Safety and Wellbeing and are proactively led by leadership at all levels.
- Our people are engaged in a meaningful way to support our Health, Safety and Wellbeing ambitions
- Our incidents are reported, recorded and investigated accurately and proportionally so that root causes are identified, corrective actions are put in place and what we learn is shared.
- Our people are supported to return to work following an injury or illness, which reflects our duty of care.
- Our management systems are continuously improving.
- Our Health, Safety and Wellbeing performance is measured and reported to senior management and our Board.



Miles Hurrell
Chief Executive Officer



Fraser Whineray
Chief Operating Officer