

Health & Safety Policy

1 Statement of Policy

- 1.1 Nobisco Limited (the Company) recognises its obligations under the *Health and Safety at Work etc. Act 1974* and promotes a healthy and safe workplace where people may work free from harm. In the conduct of its activities, it will strive to implement and remain compliant with all requirements detailed in relevant legal and regulatory requirements, continually improving its Health and Safety management system and practices. We will strive to eliminate all hazards as far as is reasonably practicable, reducing risks and:
- 1.2 Protect the health and safety of its employees and others who may be affected by its activities.
- 1.3 Establishing suitable objectives and targets to monitor the implementation of our Health and Safety management system and drive its continual improvement.
- 1.4 Undertake appropriate assessments to enable the Company to establish and maintain a safe, healthy working environment.
- 1.5 Safeguard employees and others from foreseeable risks to health, safety and the environment in relation to existing processes or work systems.
- 1.6 Seek to eliminate or minimise risks to health or safety before the introduction of new substances, plant, machinery, equipment, or any change to existing processes or work systems.
- 1.7 Train all employees to carry out their agreed duties safely and to be aware of their responsibilities in respect of health, safety and environmental matters and seek their participation and co-operation in the identification of danger and the prevention of accidents.
- 1.8 Ensure that contractors are informed of risks present on the premises and of relevant Company procedures and that they are monitored for compliance with those procedures without detracting from any contractual responsibilities.
- 1.9 Establish lines of communication with, and within the workforce to support consultation and the involvement of all, with the intention of creating an awareness of health, safety and environmental issues with reference to their responsibilities, and protecting workers when reporting incidents, hazards, risks and opportunities.
- 1.10 Maintain a relationship with appropriate organisations to enable changes in legislation, and approaches to health and safety, to be considered and implemented as necessary.

2 Application

- 2.1 The management of Nobisco Ltd will implement this policy to create a safe environment for work and establish high standards of housekeeping, paying regard to:
 - 2.1 Providing enough resources to meet the requirements of health and safety and to support the health and safety management system.
 - 2.2 Ensuring that adequate information is available to all appropriate people describing the risks and hazards to our operations.
 - 2.3 Providing adequate personal protective equipment and training people in its use.
 - 2.4 Providing appropriate fire protection, first aid and welfare facilities.
- 2.5 The promotion of effective participation by all employees in health, safety and environmental issues.
- 2.6 Regular reviews of this Policy Statement, which is to be revised annually or whenever significant changes in legislation, work processes, substances, equipment or staff make this necessary.

3 Performance Monitoring

Audits of our Health and Safety practices are completed at planned intervals and repeated at least annually. Our Health and Safety Management System is also subject to external audit and certification to ISO 45001.

Safety Inspections of our premises are completed at least weekly and recorded on the iAuditor cloud based reporting system, which is also subject to annual audit both internally and externally. Any corrective actions necessary are managed through the iAuditor system and closed in a timely manner. All Work Equipment is subject to external and internal inspections in accordance with UK legislation.

Any Accidents, incidents or near misses are recorded, investigated and addressed as described in our documented procedure, Emergency, Accident, Incident, and Near-Miss Reporting Procedure, V3.

Approved By:



Andrew Morrison
Managing Director, Nobisco Ltd, 22/10/25