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# Health & Safety Policy

## We care about people

Cloetta health and safety policy has its foundation in our sustainability values. We aim for building Cloetta into a sustainable organization of engaged, motivated and healthy employees that live the values and support strategy implementation with passion and pride.

A sustainable organization and workplace are characterized by its unique individuals with different skills, roles and backgrounds. This makes us more dynamic, inspiring and stronger as an organization. Our different opinions and experiences are not only tolerated, but also encouraged and welcomed.

At Cloetta, all people have, regardless of age, gender, ethnicity, religious beliefs, disability or sexual orientation, equal value and require the same rights, obligations and possibilities in working life. By pursuing a clear and transparent diversity work, we create respect for the individual and develop Cloetta as a future workplace. Cloetta shall be perceived as an including company with a good working climate, characterized by mutual respect among all employees.

Cloetta overall occupational health and safety objective is to ensure employee's well-being through a zero-work related ill-health vision. Main focus areas to achieve the overall objective is;

- Provide safe and healthy working conditions for the prevention of work-related injury and ill health, this includes both physical and psychosocial health and safety.
- Eliminate hazards and prevent injuries and ill-health, this through reduction of work-related health and safety risks, this includes both physical and psychosocial health and safety.
- Systematically improve our health and safety performance
- Prevent discrimination, victimization and harassment within the whole organization
- Promote wellbeing by encourage and support all employees to live a balanced personal and professional life and to contribute to our business strategy and targets
- Consultation and participation of employees and, where they exist, workers representatives
- A prerequisite for a safe and healthy workplace is a workplace free from use of alcohol during working hours and with zero tolerance towards drug abuse.

Cloetta health and safety way of working are built on a continuous improvement philosophy and are described in our health and safety management system, that includes guidelines which supports the fulfillment of this policy and the organization compliance obligations. Our policy and its documented way of working is relevant for all people working under the Cloetta brand and/or visit Cloetta premises.

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