

GLOBAL ENVIRONMENTAL, HEALTH, SAFETY AND QUALITY POLICY

EHSQ Policy, April 2020

At Tate & Lyle, we are on a continuous Journey to strive for Environmental, Health, Safety, & Quality (EHSQ) Excellence, a journey that requires our belief and strong intent that:

- ▷ all injuries, occupational illnesses, environmental, safety and food safety incidents are preventable
- ▷ all hazards and risks can be identified, eliminated and/or controlled
- ▷ the environmental impact of our operations and our supply chain can be significantly reduced
- ▷ the continuous improvement of our products is essential to meet the needs of our customers and consumers
- ▷ the health and wellbeing of our employees is essential to the success of our business
- ▷ caring for our employees, community and planet are foundational to our purpose of 'Improving Lives for Generations'
- ▷ building a strong sustainable EHSQ Culture signifies full participation of all employees and contractors supporting Tate & Lyle to deliver EHSQ Excellence

This means that, at Tate & Lyle:

- ▷ we are all responsible for the safe operation of our facilities and equipment, the quality of the work we perform, and the safe completion of all tasks without harm to health, safety, the environment or our customers – this is foundational to our business;
- ▷ we consult with and empower our employees and contractors on EHSQ matters to ensure everyone is engaged in shaping our EHSQ goals and objectives, and to drive continuous improvement;

- ▷ everyone has a right and duty to STOP work immediately and address working conditions, practices, or issues that conflict with our EHSQ policy;
- ▷ we train our employees so they can act in a safe and responsible manner;
- ▷ we are committed to product safety to protect all who consume or use our products;
- ▷ we understand and control the EHSQ impacts of our activities, services and products throughout their lifecycle to ensure the health and safety of our employees, contractors and customers, and to minimize our impact to the environment, including prevention of pollution;
- ▷ we monitor the risks of climate change, our impact and opportunities to inform our strategy to reduce greenhouse gas emissions, water use and waste generation throughout our operation and supply chain;
- ▷ we foster an environment where health and wellbeing issues can be discussed openly in a supportive way;
- ▷ we monitor and review indicators of organizational health and wellbeing, and take steps to address identified issues;
- ▷ we maintain awareness of changing laws, technological innovations and stakeholder interests to ensure adherence with compliance and other obligations;
- ▷ we thoroughly investigate all EHSQ related incidents to improve the performance of our management systems;
- ▷ we monitor the effectiveness of our EHSQ programs and promptly implement sustainable solutions and take opportunity to improve EHSQ programs and performance where possible; and
- ▷ we commend good performance, recognize success, and celebrate EHSQ achievements.

We believe that EHSQ excellence is foundational to our success – there is always something new to learn and complacency is the biggest threat to our success. This policy applies to all employees, contractors and operations under Tate & Lyle control.



Nick Hampton
Chief Executive Officer



Melissa Law
President Global Operations



JJ van der Bij
Senior Vice President Global EHS

ON SITE:

Plant Manager

Quality Manager

EHS Manager