

# Global Environmental, Health, Safety, Quality and Security Policy

EHSQS Policy, April 2025

**At Tate & Lyle, we are on a continuous Journey to strive for Environmental, Health, Safety, Quality and Security (EHSQS) 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 well-being of our employees is essential to the success of our business;
- ▷ caring for our employees, community and planet are foundational to our purpose;
- ▷ building a strong sustainable EHSQS Culture requires full participation of all employees and contractors supporting Tate & Lyle to deliver EHSQS 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 are committed to, consult with and empower our employees and contractors on EHSQS matters to ensure everyone is engaged in shaping our EHSQS goals and objectives, and to drive Human & Organisational Performance Principles and continuous improvement as a whole and the Food Safety Management System in particular;
- ▷ everyone has a right and duty to STOP work immediately and address working conditions, practices, or issues that conflict with our EHSQS policy;
- ▷ we go beyond compliance to build a culture of EHSQS Excellence

- ▷ we train our employees so they can act in a safe and responsible manner;
- ▷ as a global company, Tate & Lyle has established a Quality and Food Safety Management System aligned with internationally recognized industry standards specifically, GFSI (Global Food Safety Initiative), ISO 9001, and FSSC (Food Safety System Certification) 22000.
- ▷ we communicate with our internal and external stakeholders with the aim of maintaining and where necessary improving our food safety system, as well as preventing internal and external threats;
- ▷ we ensure competence for all employees and contractors related to food safety;
- ▷ we are committed to identify, manage and reduce our High-Risk Processes, including Process Safety Management, impact;
- ▷ we understand and control the EHSQS impacts of our activities, services and products throughout their life cycle to ensure the health and safety of our employees, contractors and customers, and to minimize our impact
- ▷ to the environment and 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 well-being issues can be discussed openly in a supportive way;
- ▷ we monitor and review indicators of organisational health and well-being, 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 EHSQS related incidents to improve the performance of our management systems;
- ▷ we monitor the effectiveness of our EHSQS programs and promptly implement sustainable solutions and take
- ▷ opportunity to improve EHSQS programs and performance where possible; and
- ▷ we commend good performance, recognise success, and celebrate EHSQS achievements.

**We believe that EHSQS 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 EHSQS

ON SITE:

Plant Manager

Quality Manager

EHS Manager