OSCAR MAYER

‘Inspiring the nation with ever more innovative meals all day every day!’

Oscar Mayer Health & Safety Policy

Document:	OM Health & Safety Policy
Issued By:	The People Team
Issue Date:	April 2026
Version Number:	V1

This policy applies to all individuals working for or on behalf of OM UK Holdco Limited and its subsidiary companies from time to time, including employees, workers, directors, agency workers and contractors, unless otherwise specified.

Contents

1. Policy statement 2
2. Safety is non-negotiable 2
3. Compliance 2
4. Safety is a Value 3
5. People 3
6. Leadership 3
7. Continuous Improvement 4
8. Communication 4
9. Safety Behaviours 4

1. Policy statement

This statement sets out Oscar Mayer Groups absolute commitment to Health & Safety
in its business through one statement for the Oscar Mayer Group which covers the
below businesses:

- Oscar Mayer Limited
- Rowan Foods – Oscar Mayer Limited
- Ferndale Foods Limited

2. Safety is non-negotiable

At Oscar Mayer, no other asset is as important as the people who directly contribute to the culture and performance of our organisation. At Oscar Mayer, we will not compromise the Health & Safety or our colleagues and Food Safety for our customers.

We promote a collaborative approach to encourage all colleagues to actively contribute to the safety of all who work and operate within the Oscar Mayer Group.

3. Compliance

Compliance with legal and regulatory requirements is the minimum standard we set for our business.

Oscar Mayer is committed to meeting its health and safety obligations and continually improving its arrangements to protect colleagues, visitors, contractors and others who may be affected by our activities.

We provide safe working environments across our locations through effective risk management, clear procedures, colleague engagement and regular monitoring of performance.

Oscar Mayer also implements the Target Zero incident prevention programme at all its locations.

4. Safety is a Value

Safety is first in everything we do at Oscar Mayer. All meetings shall start with safety and form part of every decision we make within the business. In Essence, safety is core to everything we do and every decision we make.

5. People

People are our businesses' most valuable asset and Oscar Mayer recognises that colleague involvement is key in establishing and sustaining a safe place to work. We invest in the development of our colleagues, ensuring they have the right tools, receive appropriate training, and understand their responsibilities to keep themselves and their colleagues safe.

6. Leadership

Everyone at Oscar Mayer is an ambassador for safety and practising safety behaviours. Our leadership commits to never walking past an unsafe act or behaviour without taking action and expects the same of all Oscar Mayer colleagues. Building a culture of safety and wellbeing starts at the top and is a pre-requisite of any Manager and Leader within the business.

7. Continuous Improvement

Our Oscar Mayer Health and Safety programmes and Management System is based upon continual improvement and striving to be even better tomorrow. Through continual monitoring and review Oscar Mayer strives for excellence in every aspect of our business of which Health, Safety and the welfare of our colleagues, visitors and all who operate within the Organisation are considered first and foremost.

8. Communication

Oscar Mayer uses all available means to promote and communicate Health, Safety and Wellbeing. We proactively share information with every colleague at every level within the business and constantly promote every individual's responsibility to contribute to the safety of all. Health and Safety is the top item discussed and presented at each site management review, without exception.

9. Safety Behaviours

Working safely and not taking a short cut are individual choices. Every short cut we take may have a short-term benefit accompanied by a long-term consequence. Every incident is avoidable and by choosing to work safely we significantly reduce the likelihood of an incident occurring. Oscar Mayer promotes a Safety-First culture and encourages dialogue with our colleagues in helping prevent the next incident.

Oscar Mayer is fully committed to Health & Safety.