



ORKLA EHS POLICY

Our vision is zero harm to people, the environment and society. This is fundamental to everything that we do. Environment, Health and Safety (EHS) shall be an integral part of our business operations world-wide.

We will do our utmost to prevent injuries and work-related diseases for employees, contractors and others linked to our business. We will create healthy and safe work places, and make sure that the efforts of our employees are used in a meaningful way and valued.

We will strive to prevent adverse effects from our operations and products on the environment, and promote efficient use of energy, water and other natural resources, minimise waste and ensure strict control of emissions and hazardous substances.

We therefore work purposefully and systematically to:

- create safe, healthy and attractive workplaces and manage risk accordingly
- assess the environmental impacts and minimise any negative effects of our operations on the local and global environment by implementing effective, long-term solutions
- ensure that EHS aspects are considered when new products and processes are developed
- continuously improve EHS systems, processes and performance to achieve an incident-free workplace
- select suppliers that follow our EHS vision and requirements
- ensure that customers feel confident about Orkla products regarding origin and quality of the products as well as their impact on life and the environment
- provide information about our EHS activities in an open, trustworthy manner and maintain an active dialogue on various EHS issues with employees and other stakeholders

Each business unit is responsible for defining goals and preparing activity plans, establishing systems and control procedures, and carrying out and reporting on its EHS activities. Compliance with national legislation, local regulations, the Orkla EHS Standard (OEHS) and other Group Directives is a minimum requirement. Leaders and employees will work together building a strong EHS culture based on the Orkla Golden Rules. All employees, contract workers and suppliers must be made aware of their responsibility in respect of EHS and be involved in activities to assess, control and improve EHS performance at their workplace.

Oslo, 27 January 2020

A handwritten signature in blue ink, reading "Jaan Ivar Semlitsch", is written over a horizontal line.

Jaan Ivar Semlitsch
President & CEO, Orkla