



LINDT & SPRÜNGLI

HEALTH AND SAFETY POLICY

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LINDT & SPRÜNGLI GROUP

PREAMBLE

Lindt & Sprüngli, as leading international chocolate manufacturer, is committed to conducting its business in an ethically, legally and socially responsible manner. The Lindt & Sprüngli Health and Safety Policy (the “Health and Safety Policy”) is based on the Lindt & Sprüngli Credo (the “Credo”), which is binding for the whole Lindt & Sprüngli Group. As stated in the Credo, Lindt & Sprüngli is guided by values of trust, fair-play and respect for all individuals. These overriding principles of the Lindt & Sprüngli management culture are the basis for the long standing commitment to the health and safety of the employees.

GOAL: PREVENTION OF WORK-RELATED INJURY AND ILLNESS

Lindt & Sprüngli wants its products manufactured in a responsible manner and ensures that the working conditions enable Lindt & Sprüngli employees to perform their tasks without endangering their health and safety. This is consistent with the commitment to corporate citizenship and social responsibilities.

PRINCIPLES AND IMPLEMENTATION

To achieve this goal Lindt & Sprüngli is issuing the following health and safety policy principles to be strictly adhered to by all manufacturing and distribution companies of the Lindt & Sprüngli Group:

- Implement Group-wide and local health and safety programs which:
 - > Establish safe and healthy conditions and reduce the risks of injuries and illness proactively to the lowest possible level. No task is so important and no service is so urgent that it cannot be done safely;
 - > Assure compliance with all applicable national and international laws, regulations and industry standards on health and occupational safety;
 - > Provide information, training and safeguards to its staff regarding health and safety hazard.

- Achieve a high level of performance by integrating these objectives into its business planning, decision making, performance tracking and review processes to ensure that its goals are met.
- Ensure that all employees are fully aware of their own responsibilities for a safe working environment, understand and support its Health and Safety Policy and actively participate in programs.
- Cooperate with employees, suppliers, partners, customers and governmental, non-governmental and community organizations to protect and enhance health and safety.

DEVELOPMENT OF THE HEALTH AND SAFETY POLICY

Lindt & Sprüngli will review this Health & Safety Policy on a regular basis and will introduce revisions where necessary.

Contacts: Any questions related to this Directive can be addressed to the CFO of the Group, investorrelations-in@lindt.com

While local language translations may be made, the original English version will remain the only official version.
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CHOCOLADEFABRIKEN
LINDT & SPRÜNGLI AG
SEESTRASSE 204, CH-8802 KILCHBERG
SWITZERLAND

www.lindt.com
