



LINDT & SPRÜNGLI

Health and Safety Policy

Kilchberg, April 2018

Valid for: Lindt & Sprüngli Group | Contact: media@lindt.com

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. Our ultimate goal is to achieve zero lost time accidents and zero occupational illnesses at each facility worldwide.

Principles and implementation

To achieve this goal Lindt & Sprüngli is issuing the following health and safety policy principles for the whole Lindt & Sprüngli Group:

- Ensure compliance with all applicable national and international laws, regulations and industry standards.
- Train our employees and constantly update their knowledge.
- Track relevant indicators in a fast, accurate and open H & S reporting.
- Understand the root causes of accidents and implement actions to eradicate them.
- Use and develop our H & S systems, methods and tools within the frame of the safety pillar to ensure consistency in all companies.
- Identify hazards, assess, analyse and minimize health and safety risks.
- Integrate safety in planning of activities on existing and new equipment.
- Have full management commitment to:
 - Put safety first in business priorities;
 - Support, launch and implement local H & S programs;
 - Take responsibility and act as role models in regards to safety;
 - Make sure that all employees are fully aware of their own responsibilities for a safe working environment, understand and support zero accident culture and actively participate in H & S programs;
 - Quickly react by correcting unsafe behaviours or unsafe working conditions;
 - Establish clear rules for the contractors to work in Lindt premises.
- Establish a health and safety culture, based on continuous improvement by:
 - Leading by example, caring about colleagues, providing positive feedback for good H & S behaviour;
 - Having a clear, relevant and consistent H & S communication;
 - Using safety observations to enhance safe behaviours at all levels of the organization.