

# DANONE POLICY ON HEALTH, SAFETY AND WELL-BEING

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# DANONE HEALTH, SAFETY & WELL-BEING POLICY

## INTRODUCTION

At Danone, our objective is to ensure everyone returns home healthy and safe each day. The health, safety, and well-being of our workforce are paramount and integral to our dual economic and social project, underpinned by our HOPE values (Humanism, Openness, Proximity and Enthusiasm).

As a leader in the food and beverage sector, Danone management is committed to prioritize the health, safety, and well-being of all employees. This commitment encompasses addressing challenges such as occupational and process safety management during production, road safety during product distribution, and promotion of health and well-being across all our activities.

Danone firmly believes that health, safety, and well-being are deeply interconnected, each significantly enhancing the others. By advancing these initiatives collectively, we create a supportive environment for our employees. When employees are healthy and feel well, they are more engaged and motivated. A secure working environment further contributes to their overall well-being, fostering a positive and thriving workplace.

## SCOPE OF THIS POLICY

This Policy applies to all Danone locations worldwide and encompasses all categories of employees working on Danone sites, including permanent and temporary employees, trainees, agency and third-party employees (including interim workers), contractors, and visitors.

The aspects specifically related to health and well-being are applicable to Danone employees at all locations globally. This includes permanent, temporary, full-time, part-time employees and employees on parental leave.

The policy is divided into two sections: one related to safety and the other to health and well-being, as outlined below.

The Health, Safety and Well-being policy should be read in complement with other policies and frameworks, including the:

- [Danone's Human Rights Policy](#)
- [Danone Sustainability Principles for Danone and employees](#)
- United Nations Guiding Principles on Business and Human Rights
- International Labor Organization Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises

These documents are aligned with our policy to ensure comprehensive and cohesive implementation.

## Safety Ambition

Our ambition since 2003 remains clear:

1. **Towards Zero accidents** – Because even one is one too many
2. Provide the **best conditions** for employees to perform their work safely and healthy manner, prioritizing well-being at work.

## Policy Statement & Purpose

**‘SAFETY FIRST’ is the guiding principle in every decision we make at all levels of the Company**

To achieve this ambition, Danone has implemented the WISE<sup>2</sup> (Work In Safe Environment) program dedicated to Health, Safety, and Well-being.

The WISE<sup>2</sup> program is a powerful combination of culture and behaviors with clear standards, providing robust governance and resources to support our commitment to protecting people and driving continuous improvements. These **principles** guide our Company’s **decision making and actions**:

1. **Promoting a culture of workplace health and safety** in all sites through behavioral change: all leaders must actively participate in the WISE leadership training, model safe behaviors, and encourage open communication.
2. **Believing that all injuries and occupational illness are preventable**, with ‘zero accidents’ as the sole acceptable target. We are accountable for **meeting all local legal health and safety requirements**, and for setting **the highest standards** within our organization.
3. **Making Health and Safety a day-to-day priority; our safety results, including Frequency Rate 1<sup>1</sup> (FR1) and Frequency Rate 2<sup>2</sup> (FR2) and Behavior Observations, are indicators** of our Company's performance and must be **integrated into our business management** processes for continuous improvement.
4. **Demonstrating strong Health and Safety leadership through behaviors: ensuring that everyone is trained, informed and, accountable.**
5. **Ensuring suitable measures are in place** to identify, assess, eliminate and, mitigate risk to protect our employees: the **WISE<sup>2</sup> audit program is a mandatory process** to verify the effectiveness and sustainability of these control measures across all our sites.
6. Committing to **following safety rules and standards as Danone employees**: these guidelines are essential to our collective motivation and well-being. They are clearly presented and are a prerequisite for employment.

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<sup>1</sup> The frequency rate of workplace accidents with medical leave (FR1) represents the number of workplace accidents with lost time of one day or more that occur over a 12-month period per one million hours worked.

<sup>2</sup> The frequency rate of workplace accidents without medical leave (FR2) represents the number of workplace accidents without medical leave for every one million hours worked.

## HEALTH AND WELL-BEING

### Ambition

At Danone, we believe that our mission of bringing health through food to as many people as possible begins within our workplaces.

Our ambition is to enable employees to be at their healthiest to support thriving people, teams, and business in a sustainable way by:

- Supporting the health of all Danone employees by ensuring the provision of minimum healthcare coverage through the Dan'Cares program.
- Fostering behavioral change with initiatives that positively impact Danone employees' mental, physical, and nutritional well-being.
- Cultivating a work environment where all employees can thrive and be at their healthiest.

### Policy Statement & Purpose

WISE<sup>2</sup> program sets five guiding principles on health and well-being:

- Drive healthy ways of working
- Promote a healthy lifestyle and work environment
- Manage with care and authenticity at work
- Value daily work
- Ensure sustainable pace

These five guiding principles are complemented by the Dan'Cares program, which aims to protect all employees by ultimately guaranteeing quality health coverage for everyone.

It is designed to cover major risks while considering relevant practices in the respective markets. To address these risks, the program is built on three pillars:

1. Hospitalization and surgery
2. Outpatient
3. Maternity care

These three pillars of Dan'Cares are intended to be rolled out to all Danone subsidiaries, including in countries where coverage is not fully provided by government-regulated healthcare systems.

In addition to addressing major healthcare risks, a fourth pillar, "Be Well by Dan'Cares" aims to embed well-being into our organizational culture by promoting a holistic approach to health and empowering team leaders to support their teams' well-being. It builds on existing initiatives and focuses on three key areas:

1. **Nutrition:** Providing Danone employees with access to knowledge and resources on nutrition, enabling them to have a healthy diet. All sites must facilitate employees' access to **healthy food, hydration**, and initiatives that **raise awareness** about nutrition.
2. **Physical well-being:** Encouraging Danone employees to proactively take care of their health by fostering healthy habits and lifestyles. All sites must **promote proactive health management**, including health checks, and **create opportunities for physical activity** for all Danone employees.

3. **Mental wellness:** Enabling employees to achieve emotional balance by developing resilience and skills. All sites are required to raise awareness and implement initiatives to **create a culture that encourages open discussions on mental wellness**. A key focus should be on leadership teams, Human Resources and team leaders, as they play a crucial role in promoting mental well-being by managing with care, valuing daily work, enabling healthy ways of working and ensuring a sustainable pace.

The measures and initiatives associated with each pillar must be designed to be inclusive of all Danone employees.

## IMPLEMENTATION & RESPONSIBILITIES

- **Executive Committee Members:** ensure governance and approve the resources and support needed to effectively implement this policy.
- **General Managers:** they are responsible for the effective implementation of this policy. They must also ensure compliance with local legislation related to health, safety, and well-being. Through Danone Impact Journey, its sustainability strategy, Danone made the commitment that all employees should be covered by Dan’Cares by 2030.
- **Leadership teams:** they have to lead by example and demonstrate behaviors and practices that promote health, safety and well-being.
- **Health, Safety, and Well-being directors:** they develop and oversight health, safety and well-being programs, ensuring alignment with Danone’s strategy and legal requirements.
- **Sites directors:** they are responsible for the implementation of health, safety and well-being measures at their respective sites, conducting regular risk assessments, and ensuring employee training.
- **Health, Safety and Well-being representatives:** they monitor workplace conditions, report concerns, and facilitate communication between employees and management.
- **All employees:** they adhere to health, safety and well-being policies, comply with rules, report hazards, and participate in training sessions.

As part of our commitment to health, safety, and well-being, it is the responsibility of each individual to apply this policy to guide their daily decisions and actions.