



Lavazza North America Health, Safety, Environment & Security

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Lavazza North America Health Safety & Environmental Policy

1301 Wilson Drive, West Chester, Pennsylvania 19380

Our Highest Priorities are safety of our associates and products within Lavazza North America, as well as contributing to a sustainable global and local environment consistently with the Lavazza Group HSE Policy, Guidelines and Management Systems. Our core values have always reflected this and always will.

We place a strong emphasis and invest significant resources in providing a safe working environment, and work to ensure that our associates are trained, skilled and equipped to properly perform their assigned duties.

We intend to guide every aspect of our entire value chain and aim to protect the environment while minimizing our environmental impacts by driving continual improvement, efficient use of natural resources and contributing to climate change mitigation. The policy is available for associates to review within the building, and available to all interested parties upon request.

Lavazza North America is not only guided by its commitments but also "Passion and Determination":

Lavazza North America's top management shall establish, implement, and maintain an HSE policy that is within the defined scope of the HSE management system that:

- Includes a commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health and is appropriate to the purpose, size, and context of the organization, and to the specific nature of its HSE risks and opportunities.
- Is appropriate to the purpose and context of the organization, including the nature, scale and environmental impacts of its activities, products and services.
- Provides a framework for setting the HSE objectives goals.
- Includes a commitment to the protection of environment, including prevention of pollution and other specific commitments relevant to the context of the organization
- Includes a commitment to fulfil legal/compliance obligations and requirements along with other requirements.
- Includes commitment to eliminate hazards and reduce HSE risks
- Includes a commitment to continual improvement of the HSE management system and enhance environmental and HSE performance.
- Includes a commitment to consultation and participation of workers towards HSE initiatives, and where they exist, workers' representatives.

As part of our safety and environmental continuous improvement process our managers are required to communicate our objectives and ask for your ideas and input to help improve our safety and environmental performance. We thank you for your engagement and the input you provide. These activities have netted several excellent ideas such as a robust Near Miss reporting process, improvements to the physical safety of our workplaces and several opportunities where we can improve our practices and procedures. We continue to implement these on a regular schedule.

Every breach of safety and environmental procedures, including violations of Lock Out/Tag Out, removal of integral safety devices, acts of aggression or violence against another associate, visitor or contractor (workplace violence), or similar incident will be fully investigated and evaluated on its merits. Consistent with our Progressive Disciplinary Procedures, breaches will result in serious consequences up to and including termination of employment.

We achieve this by ensuring all Associates take direct responsibility for results, exercising initiative and making decisions, as their tasks require.

Manufacturing Director

David Augustin

HSE&S Manager

Walt Kozlowski