

Lavazza North America Occupational Health & Safety, Energy & Environmental Policy

1301 Wilson Drive, West Chester, Pennsylvania 19380

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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.

Lavazza Group, founded in 1895, operates in the production and manufacturing of coffee, other food products, and machines for their preparation, and today represents a global community of people operating in offices and plants worldwide. Thanks to its distinguishing shared **Values: Authenticity, Passion for Excellence, Responsibility and Inventiveness**, the Group is committed to the continuous improvement in Occupational Health & Safety, Energy and Environmental performance, related to its activities, products, and services.

This Lavazza North America OH&SEE Policy and the Lavazza Group OH&SEE Policy have been posted in our workplaces and are located on the Company web sites to ensure that they are properly communicated within Lavazza and are available to all interested parties.

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 energy, natural resources and contributing to climate change mitigation.

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

Lavazza North America's Top Management, establishing, implementing, and maintaining this OH&SEE policy within the defined scope of the Lavazza Group OH&SEE Management System, which Lavazza North America is part, is committed:

- 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 OH&SEE risks and opportunities.
- provides a framework for setting the OH&SEE objectives goals.
- to the protection of environment, including prevention of pollution.
- to fulfil legal/compliance obligations and requirements along with other requirements.
- to eliminate hazards and reduce OH&SEE risks.
- to continual improvement of the OH&SEE Management System and enhance environmental and HSE performance.
- to consultation and participation of workers and workers' representatives towards OH&SEE initiatives.

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.

Lavazza NA President

Ashraf Hossam



Lavazza NA HSE&S Manager

Walt Kozlowski

