

HEALTH, FOOD & FIRE SAFETY

INTRODUCTION

At SSP, our purpose is to be the best part of the journey. This drives our culture as an organisation as we aspire to our vision to be the world's best travel food and beverage company.

To deliver our purpose and vision, we are focused on growing our market-leading positions in the food travel sector in international markets.

Name

Patrick Coveney
Group CEO



“ *As Group CEO, I am committed to ensuring that wherever we operate in the world, we create the right leadership culture and support to maintain and improve safety standards for everyone.* ”

PURPOSE, SCOPE AND APPLICATION

This policy sets out our minimum global standards for safety. Safety incorporates Food, Fire and People.

It applies to all individuals working at all levels of the SSP Group, including senior managers, officers, directors, employees, consultants, contractors, homeworkers, part-time and fixed-term workers, casual and agency staff (collectively referred to as 'colleagues') in all divisions and subsidiaries within the Group, all joint ventures (usually those in which a Group Company has a 50% or more interest and/or management control) and their subsidiaries.

Where we have a minority or non-controlling interest, we encourage those businesses to follow these or their own equal or better standards. We also encourage our brand partners to follow these or their own equal or better standards.

This policy should also be read in conjunction with the following, available at: [Policies and statements | SSP \(foodtravelexperts.com\)](https://www.foodtravelexperts.com/policies-and-statements):

- Our Supplier Code of Conduct, which outlines the minimum standards we expect of our suppliers;
- Our Colleague Code of Conduct, which sets out the principles and standards that are expected of all employees regardless of where they work;
- Our Speak Up Policy, which sets out how concerns about suspected wrongdoing at work can be raised, how they will be investigated and protection and support for whistleblowers.

OUR COMMITMENT

At SSP, we are committed to protecting the safety of our colleagues, customers, and clients, and to promoting our colleagues' wellbeing at home, work and whilst they are traveling. We have developed a framework of safety standards covering food, fire and people safety which seeks to ensure that the food we produce and serve to our customers is safe, and that our colleagues go home healthy and safe at the end of every working day. These standards are applied across all our operations. Across the Group, we encourage a vigilant trust approach, ensuring teams in market feel comfortable and confident to report safety related incidents, allow us to better understand local issues, offer support at group level and promote best practice. Safety performance is reported and reviewed at executive level throughout the business.

REVIEW AND COMPLIANCE MONITORING

This policy has been approved by the Board of Directors of SSP Group plc. We are committed to review the policy every two years and reserve the right to reasonably change the requirements of this policy as necessary to keep up with relevant legislation and to reflect our safety targets and ambitions.

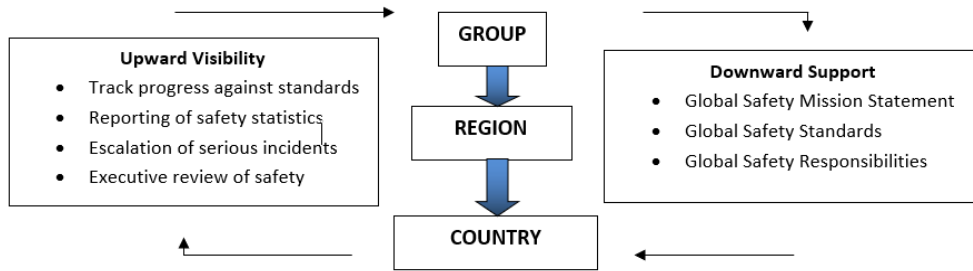
Our Chief People Officer has overall responsibility for overseeing the implementation and management of this policy and keeping the Board advised on compliance.

The operational responsibility for the execution of day-to-day implementation of this policy sits with SSP regional and country CEO's and Managing Directors. They are responsible for upholding our standards and requirements in their own businesses and ensuring compliance at a local level.

All Countries report Safety incidents on a monthly basis to Group, follow a Serious Incident Escalation process where applicable (this requires notification of specified incidents to Group with 24 hours of occurrence) as well as submit an assessment against SSP Group Safety Standards.

SSP GROUP SAFETY

- **Global Safety Mission Statement**
 - SSP's public commitment to managing safety across all units of operation.
- **Global Safety Standards**
 - SSP's framework of minimum technical safety standards and arrangements for implementation at country operational level. This is reviewed annually to keep abreast of legislative changes and working practices.
 - This includes a self-audit and actions template with period and/or quarterly safety statistic reports, as well as escalation of serious safety incidents.
- **Global Safety Responsibilities**
 - How our teams at country, region and group will coordinate to implement, support, and monitor the Global Safety Standards.



SSP GLOBAL SAFETY MISSION STATEMENT

As a leading operator of food and beverage outlets in travel locations worldwide, SSP is committed to performing its operations in accordance with food safety, health and safety and fire safety laws relevant to the country and location of operation.

The safety of the food we produce and the welfare of our colleagues and others affected by our work activities are of paramount importance.

Our goal is to ensure a high standard of safety performance across our operations worldwide, considering safety in key business decisions and setting measurable safety objectives where appropriate. Whilst setting consistent standards, it is important to consider the diversity of our customer base and requirements of our partners, including our clients and landlords, brand partners and other stakeholder interests.

Safety commitments are outlined in our Global Safety Standards. This sets out a compliance framework and principles with flexibility to incorporate localised legal and stakeholder duties. We endeavour to ensure that country, region and group arrangements are adequately resourced to provide effective operation of safety systems and procedures.

Our approach to safety management is to facilitate a culture where safety risks associated with our operations are appropriately managed. This is achieved through implementing systems to monitor and verify control measures performed by capable colleagues and directed by informed leadership. Embedding a safety culture requires leadership throughout the organisation and across the globe. We recognise the valuable contribution that colleagues and stakeholders provide in helping us maintain and improve safety performance, fulfilling our Global Safety Standards.

To ensure continual safety improvements we will continue to monitor progress against our Global Safety Standards, with safety performance reported and reviewed at an Executive level at country, region, group and Board level on a monthly basis.

As our business and operating environments develop, we will keep this statement and our safety standards and responsibilities under review.