Health, Safety, Fire and Environment (HSFE) Policy

Doc ref: A2000

At Ocado, caring for our people and the environment is fundamental to the way we operate and to our long-term success. We are committed to creating working environments where individuals feel safe, supported and able to work confidently. We promote a positive safety culture in which everyone plays their part in maintaining safe, healthy and sustainable workplaces. This Policy sets out Ocado Group's commitment to managing Health, Safety, Fire and Environmental (HSFE) matters responsibly across our operations.

Our Commitments

- Provide and maintain working environments where people can work safely and confidently.
- Take all practicable steps to prevent accidents and incidents, supporting everyone to go home safe and well at the end of their work day
- Protect people, partners, and property by promoting health, safety and fire-safety awareness, and ensuring clear emergency arrangements.
- Manage our environmental impacts responsibly, including taking all appropriate steps to prevent pollution and minimise waste.
- Support and recognise the role of our people in improving HSFE performance.
- Engage with visitors, contractors and partners so they understand our expectations and their HSFE duties.

How We Will Deliver This:

- Take practicable steps to ensure compliance with HSFE laws applicable to our activities.
- Ensure that risks are well managed across our operations, focusing on areas that present material risk to people or the environment.
- Provide relevant HSFE information, instruction, training and supervision, including role-specific training.
- Provide straightforward ways for colleagues to raise concerns, report hazards, and share suggestions.
- Respond to incidents promptly, investigate them at a level appropriate to their seriousness, use what we learn to inform further improvements and reduce risk of recurrence.
- Provide and maintain workplaces, equipment and systems of work that are safe and suitable, and take all reasonable steps to keep them in good condition.
- Engage and cooperate with regulators and industry bodies, meeting our legal duties and supporting improvements.
- Ensure fire and life-safety systems are fit for purpose and maintained, and that we can respond effectively to thermal incidents and emergencies.
- Promote awareness of environmental impacts and encourage responsible behaviour, including reporting environmental incidents.
- Work towards our long-term ambition of net-zero emissions, targeting 2035 for direct operations and 2040 for the wider value chain, and continue reducing our environmental impact over time.
- Maintain environmental management systems aligned with ISO 14001 principles for our operations.

We ask our colleagues to:

- Take reasonable care of their own health and safety and that of others, as required by law.
- Follow Ocado HSFE requirements and safe working procedures, and use protective equipment where provided.
- Report hazards, unsafe conditions and incidents (including near misses) at the earliest opportunity and without fear of reprisal.

It is the responsibility of all Ocado Group personnel to assist in the implementation of this Policy.

This Policy and its effectiveness will be reviewed annually, or sooner if significant changes in our business or legal requirements make this necessary.

Signed: Tim Steiner

Date: 16.02.2026

