

Weber Flavors Food Safety Culture & General Safety Rewards Policy

Weber Flavors is committed to maintaining a strong culture in which every employee understands that food safety, product quality, personal safety, and the safety of others are shared responsibilities.

The purpose of this policy is to establish a consistent program for recognizing and rewarding employees and teams who demonstrate behaviors that strengthen Weber Flavors' safety and food safety culture. This policy applies to all Weber Flavors employees.

Weber Flavors believes that doing the right thing for safety and food safety should be recognized and reinforced.

Employees are encouraged and expected to:

1. Follow established food safety, GMP, sanitation, quality, environmental, and safety procedures.
2. Speak up when they identify a potential hazard or unsafe condition.
3. Report food safety concerns, near misses, injuries, hazards, spills, contamination risks, and other potentially unsafe conditions.
4. Stop or escalate work when continuing could create an unacceptable food safety or employee safety risk.
5. Assist coworkers in working safely and following food safety requirements.
6. Participate constructively in investigations, corrective actions, inspections, audits, training, and improvement activities.
7. Maintain a clean, orderly, and safe workplace.
8. Demonstrate personal accountability and leadership regardless of position or level of authority.

Recognition under this policy is intended to reinforce these behaviors and demonstrate that Weber Flavors values employees who actively protect people, products, and consumers.

Employees may be nominated for recognition based on behaviors including, but not limited to, the following:

1. Food Safety Behaviors
2. General Safety Behaviors
3. Speaking Up and/or Stop Work Culture



- a. Ex: "I was unsure if this could create an issue, so I contacted Quality"
- b. Ex: "Something didn't seem right, so we stopped production."

Weber Flavors may provide recognition or rewards to the individual, team, or department that can include but not be limited to:

1. Verbal or Written Recognition from a Supervisor or manager
2. Small company-approved gift or reward
3. Company merchandise
4. Recognition at a company sponsored event
5. Special rewards for exceptional safety or food safety leadership

Any employee may nominate another employee or team for recognition. The nomination should, at a minimum, include who demonstrated the positive behavior, what the employee or team did, where the behavior occurred, and why the behavior was important.

Nominations will be reviewed by the employee's supervisor, and/or other managers, or a designated recognition committee, to determine the proper reward structure.

Weber Flavors prohibits retaliation against any employee who, in good faith, reports any concern regarding general or food safety practices. Any employees who raise concerns respectfully and in good faith are contributing to Weber Flavors' culture and should be treated accordingly, while supervisors and managers are expected to actively support this policy.

Recognition should occur throughout the year and should not be limited to annual awards.

Weber Flavors may establish:

- Monthly recognition
- Quarterly safety and food safety awards
- Annual recognition awards
- Spot check recognition by supervisors
- Team-based recognition
- Site-wide recognition campaigns

Recognition should be timely. Whenever possible, positive behavior should be acknowledged close to the time it occurs.

Recognition decisions shall be made objectively and consistently.



Weber Flavors will make reasonable efforts to ensure that recognition opportunities are available across:

- Departments
- Job classifications
- Locations
- Experience levels

Employees should be recognized based on what they did, not their job title, personal relationship with management, or visibility to leadership.

Weber Flavors recognizes that safety and food safety behaviors must be demonstrated because they are the right thing to do – not solely because they may result in recognition or a reward.

The rewards program is intended to reinforce and recognize Weber Flavors' values, not create a transactional expectation that employees should perform safe or food-safe behaviors only when a reward is available.

All employees are expected to follow applicable safety, food safety, quality, GMP, sanitation, and operating requirements regardless of whether recognition is offered.

Rewards provided under this program are a form of positive recognition and are not intended to be payment for performing an employee's normal job responsibilities. Further, supervisors and managers should avoid communicating or imply that employees should perform safe behaviors in order to receive a reward.

Weber Flavors will not create an environment in which employees feel they must compete with one another to demonstrate basic compliance. Routine compliance with required procedures remains an expected condition of employment and should not require an incentive. Recognition should generally focus on behaviors that go beyond simply completing a required task. Employees should never feel pressured to generate safety observations, reports, suggestions, or other activities simply to obtain recognition. Similarly, supervisors shall not encourage employees to create artificial, unnecessary, or exaggerated safety observations or reports for the purpose of increasing reward activity. The quality, credibility, and value of the behavior are more important than the number of nominations or observations submitted.

Rewards do not change Weber Flavors' expectations.

Employees are expected to do the right thing whether or not anyone is watching, whether or not recognition is available, and whether or not a reward is offered.

Recognition exists to reinforce the culture Weber Flavors wants to build – not to define the minimum behavior expected from its employees.



At Weber Flavors, safety and food safety are not simply rules to follow – they are behaviors we actively value and recognize. Every employee has the authority and responsibility to protect:

Our People. Our Products. Our Customers. Our Consumers.

When an employee speaks up, identifies a hazard, prevents a food safety issue, helps a coworker work safely, or takes action to prevent a problem, Weber Flavors recognizes that behavior as an important contribution to our culture.

Doing the right thing should be noticed, appreciated, and reinforced.

