



Environmental / Biodiversity Responsibilities

The Managing Director and the Factory Director has the overall and final responsibility for company's Environmental / Biodiversity Performance.

The Board of Directors and Senior Managers are responsible for providing appropriate resources and an effective organisational structure to ensure that suitable arrangements are in place to manage environmental / biodiversity risks. They will lead by example at all times in the development of a culture of environmental and biodiversity sustainability

Managers and Team Leaders will ensure that areas under their control have measures for consistently implementing the Environmental / biodiversity policy, arrangements, and procedures. Managers and Team Leaders will actively promote good practice and continuous improvement, leading by example in the development of a culture of environmental and biodiversity sustainability

Team Leaders have responsibility for the day-to-day management of Environmental / biodiversity risks in the areas under their control, reporting and investigating environmental accidents and near misses, auditing, maintaining good housekeeping standards, preventing pollution and ensuring the correct recycling and disposal of waste. They also have a duty to provide information, instruction, training and supervision of associates, in particular new associates (permanent or temporary) and to consult with and support Environmental Representatives. Assisting in the development of a culture of environmental and biodiversity sustainability

The ESHS Manager and EA Advisor is responsible for providing competent advice to the Board and Senior Management Teams on best practice and compliance with legal requirements. This includes developing and implementing Environmental / biodiversity management processes, policies, performance standards and providing information, training and support and the monitoring of Environmental / biodiversity performance. Development of a culture of environmental and biodiversity sustainability They also have responsibility for maintaining the company's ISO14001 certification.

Environmental Representatives are responsible for assisting in the development of a culture of environmental and biodiversity sustainability and will champion improvements in their departments, working closely with the ESHS team.

All Associates shall take direct responsibility for results, exercising initiatives and making decisions in their relevant areas. All associates must co-operate with management in all matters which affects the environmental impact of the company. This includes following procedures, attending environmental training as required and promptly reporting any accidents, incidents or near misses or other environmental and biodiversity concerns, as they arise. Assisting in the development of a culture of environmental and biodiversity sustainability

Contractors are responsible for ensuring that their activities are adequately assessed and controlled and do not pose an environmental / biodiversity risk. Contractors must follow Wrigley Company Environmental and Biodiversity policies and procedures at all times.

Visitors are the responsibility of their named host and are required to follow all instructions given in relation to environmental matters.

Further specific responsibilities for ensuring proper environmental management can found in the matrix in the Environmental Manual.

REDUCE



RECYCLE

REUSE

WRIGLEY

