



Global Environment, Health, Safety and Sustainability (EHS&S) Policy

VISION

To provide products and services to our customers with zero harm to people and the environment.

POLICY

Post Holdings Inc. and its affiliates and subsidiaries (collectively, "Post") are committed to this vision and pursuing best-in-class performance with our Environmental, Health, Safety and Sustainability (EHS&S) policies and practices. As an organization and as individuals, we fully commit to protect our employees and others working on our behalf, our customers, our consumers, our shareholders, the communities in which we operate and the environment. All Post employees and contractors are responsible for understanding and implementing this policy and following our operating principles.

OPERATING PRINCIPLES

- ❖ We value human life above all else and manage risks with that principle in mind.
- ❖ We seek a high-performing culture that values EHS&S performance and will invest appropriate resources to support our vision of zero harm to people and the environment.
- ❖ We comply with all EHS&S laws, regulations, and other requirements, and we set higher standards where unacceptable risks are identified.
- ❖ We set EHS&S objectives, plans, and performance measures and regularly review and report on our progress in an open and responsible manner internally and externally.
- ❖ We believe everyone is responsible for their own behavior and performance in support of our operating principles and every manager, supervisor, and employee are accountable for our EHS&S performance and is empowered to Speak Up to report safety and environmental hazards.
- ❖ We are committed to environmental protection, awareness and continuous improvements in the use of natural resources, energy and greenhouse gas (GHG) emissions, water use and discharges, and waste associated with our products, activities and services.

We continually improve our EHS&S performance by:

- Working collaboratively with internal and external stakeholders in identifying, sharing, and implementing best practices and leveraging resources across our businesses.
- Knowing, prioritizing, and managing our critical process safety requirements and significant impacts on the environment including hazard recognition, assessment, mitigation, and change management.
- Defining EHS&S roles and responsibilities and providing appropriate training.
- Monitoring and making visible the appropriate leading/lagging performance indicators throughout all levels of our organization.
- Utilizing a proprietary, international standards based EHS&S Management System, including regular internal and external auditing and effective corrective action implementation.
- Attracting, developing, and retaining talented leaders within the organization.

Post recognizes that managing EHS&S responsibilities is not only the right thing to do, but essential to our long-term success.

A black ink signature of Rob Vitale, consisting of a stylized 'R' and 'V' followed by a horizontal line.

Rob Vitale
President and CEO

A blue ink signature of Maureen English Carroll, written in a cursive style.

Maureen English Carroll
VP, Food Safety and EHS