

Our Health, Safety and Wellbeing Charter

Safer.



Happier, Healthier and Safer employees for LIFE

Good health and safety performance, along with the health, safety and wellbeing of everyone who works for us or is affected by our activities, is critical to the success of our business. Our business plans include health, safety and wellbeing objectives and measurable targets which we are committed to through continuous improvement to protect our people and enhance our working environments, helping everyone to lead safer, happier and healthier lives.



Slow down

Nothing is so important that we cannot **take the time to do it safely.**



Be aware

We will **never knowingly walk past** an unsafe or unhealthy act or condition



Think

We believe that work should have a positive effect on physical and mental health and wellbeing, and that **all accidents or harm are preventable.**

We are committed to a goal of no accidents and no harm to people

- ✓ Health, safety and wellbeing is a business priority and a key measure of leadership. Our Directors, Senior Leaders and Managers will lead by promoting best practice by being visible, supporting teams and providing the equipment, facilities, documents and support needed as well as ensuring adequate investment in people through training and development. Health, safety and wellbeing should be the first item at any meeting. Directors and all management levels will carry out regular front line visits to keep in contact, support front line day to day operations and understand health and safety risks and controls.
- ✓ We are committed to reducing occupational health, physical and mental, and safety risks. We will carry out health and safety risk assessments and surveillance that will be regularly reviewed. Managers will ensure that significant hazards that cannot be eliminated are adequately controlled to reduce the risk of harm and ill health to our employees and others.
- ✓ By engaging and collaborating regularly with our partners, contractors and suppliers everyone will carry out their activities in line with this policy and charter and will actively contribute to improving health, safety and wellbeing. We set clear expectations in our procurement policies and share best practice and learnings through reviews and communications.
- ✓ We engage, consult, listen and respond openly to our employees, partners, contractors, suppliers, customers and legitimate public interest groups. We are committed to the active participation of our employees, their representatives and other relevant stakeholders in matters regarding health, safety and wellbeing.
- ✓ We will apply Legislation and follow best practice. We are committed to the continual improvement of the: Occupational Health and Safety Management System; the physical and mental wellbeing of our employees; and the health and safety of our people and our working environments.
- ✓ We have a culture where unsafe behaviour and conditions can be challenged constructively, and people are supported in doing so. We ask all employees, partners, contractors and suppliers to receive any challenges positively and regard it as a potential opportunity for improvement.
- ✓ We openly report on our health and safety performance and share information.
- ✓ We encourage, recognise and celebrate those who demonstrate positive health, safety and wellbeing behaviours.
- ✓ We aim to create a leading culture of care and concern where we build strong relationships, have good conversations about mental and physical health and look out for one another.

Signed 8 March 2023