

# Health, safety and wellbeing policy statement

---

## Policy and principles

We are committed to achieving our core value of 'Safety first'. This value is at the heart of our business delivery and we continuously pursue a better way to improve our performance and to build a culture that sees everyone going home safe and well.

Our objective is to provide healthy and safe places to work by engaging with our people and stakeholders to continuously improve health, safety and wellbeing, in order to achieve a performance that is recognised by stakeholders as being industry leading.

## We aim to achieve this vision by implementing a strategy based upon:

- health, safety and wellbeing being a core value of the business
- our leaders at all levels, taking action by observing, engaging and improving what we do
- engaging our stakeholders in achieving our 'Safety first' value, so everyone is going home safe and well
- developing behaviours that are aligned with our four steps to safety principles
- creating a continually improving, healthy and safe working environment
- empowering our employees to act in a safe manner and to care for their health and wellbeing
- preventing incidents, ill health and loss

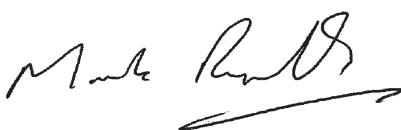
## To achieve this we will provide:

- an organisational structure and resources to support the implementation of this policy
- a health, safety and wellbeing management system that drives continual improvement and complies with legal requirements
- adequate information, instruction and training for our staff
- access to competent health, safety and wellbeing advice and support
- arrangements for consultation with and engagement of our employees and stakeholders
- milestones and targets to monitor performance
- recognition for achievements in health, safety and wellbeing

## We expect our employees to:

- lead by example and implement this policy
- apply our principles of observe, engage and improve to drive health, safety and wellbeing performance
- identify, eliminate, reduce or control risks in so far as is reasonably practicable
- influence other stakeholders to align with our vision and policy
- be responsible for the health, safety and wellbeing of themselves and others
- share knowledge, information, learning and achievements

## For and on behalf of the board



**Mark Reynolds**  
Group CEO  
May 2020