

# Group Health & Safety Policy – Statement of Intent

2023

# Introduction

Health and Safety (H&S) is more than a phrase within our Group, it is a core Value and must always be our first consideration. I value the positive impact H&S brings to the long-term growth of our Company; protecting our colleagues, supporting productivity, maintaining the high quality of our product and solutions offering and inspiring customers with our commitment, as we all make our difference both to the Group's sustainable growth and the realisation of our shared Purpose.

## Our Group H&S Policy commitment includes:

- Ensuring that Group H&S Performance remains a standing agenda item at all Group Executive Committee (GEC) and Board meetings
- Formally reviewing the Group's H&S strategy annually
- Maintaining a Group H&S function to provide competent advice, support, assistance and assurance. The H&S function has the GEC's full support, and we will ensure appropriate resources are made available, including our Group Reporting and Safety Management Platform being adopted by our Group functions and all our operating companies
- The setting of annual H&S objectives and targets, through the Group H&S Excellence Framework and other initiatives will be subject to a formal review at least annually. Wherever we operate we will comply with all relevant H&S legislation. If our Company standards are higher than, and not in conflict with, local standards we will operate to the higher set of standards. This will be enhanced by an evolving suite of Group best practice H&S guidance documents
- All lost time accidents will be reported to the GEC within 24 hours (by the relevant GEC member)
- Both Group functions and operating companies are to implement and maintain specific and local H&S organisation, responsibilities, governance and arrangements. These will be sufficiently resourced and subject to continual improvement and at least an annual review

## Supported by my colleagues on the GEC, it is our expectation that all Group colleagues globally embrace the following principles in our everyday:

- We recognise that being **injury and incident free** is a mindset we must all adopt and aspire to in everything we do
- We will always conduct all our business in a **legal, ethical and responsible manner**, whilst continuously improving. Every business decision or plan must also proactively consider the potential risks and H&S impacts
- As individuals, we take our own and each other's H&S into our hands with a **culture of not walking by** and we have honest, direct and respectful conversations with each other, our suppliers, partners and our visitors, when required

- **Everyone is responsible** for H&S and must avoid conduct that would put anyone at risk and must adhere to any H&S instruction, procedure, policy or training
- Everyone is **empowered to stop** any activity whenever or wherever they feel H&S is compromised and report any H&S incident or concern in their work area or equipment, or any other hazards without delay
- The ownership of H&S performance and hazard identification, risk evaluation and management, resides with our **leadership and their teams** of each individual Group function or operating company, whilst being supported through professional and competent advice, guidance and assistance from qualified and experienced practitioners
- We focus on **learning and prevention** rather than individual culpability following any H&S incident or violation, striving for a zero-blame mindset unless there has been wilful neglect or criminal intent
- We create an **open and inclusive wellbeing culture** that eliminates stigma and takes proactive steps to create positive wellbeing and reduce mental ill-health. We support our colleagues to manage and prioritise their own wellbeing and mental health whilst supporting each other

This Policy applies to all Group functions and operating companies. While these standards and commitments guide our own operations, we also encourage suppliers and partners to abide by the standards outlined in this Policy.

Nimesh Patel

Chief Executive Officer

February 2024