



# Health & Safety Strategy

## PURPOSE AND SCOPE

The Executive Management Team have overall responsibility for the Health, Safety and Well-being of all employees and key stakeholders. The Group SHEQ Forum have formulated a Group wide Health & Safety strategy to drive continual improvements across the business which will enable us to support our people and provide a safe and secure workplace.

## KEY AIMS

- To integrate, embed and develop a clear Health and Safety Culture across the Group;
- To improve our internal systems and procedures to support our people and operational activities;
- To focus on training and development to underpin core competencies and drive improvements.

## KEY OBJECTIVES

### To reduce the number of Accidents/Incidents across the Group

- We will use a baseline figure to make direct year on year comparisons of accident data both at individual businesses and at Group level;
- We will set effective Health & Safety KPI's that give us a further representative analysis of performance;
- Drive Near Hit/Near Miss/Close Call Reporting;
- Develop a Health & Safety database for accident/incident reporting to enhance our analysis;
- Improve accident/incident reporting and awareness.

### To review and update our training providers both internally/externally

- In house training, both online and face to face will be reviewed to ensure quality, availability and effectiveness;
- A cost analysis exercise will be undertaken of any external training/Safety providers to establish if providers can be shared across the Group;
- A review of all other Health & Safety external products and services such as FRA's (Fire Risk Assessments) to reduce cost where possible.

### To increase engagement and awareness amongst our people;

- Utilise the SHEQ Forum to be inclusive of our people;
- Take a collaborative approach to all Safety matters;
- Drive new Safety Initiatives to increase participation and consultation;
- Regular effective communication with staff at all levels;

### To review technologies to enhance our internal systems;

- Research into a platform that can support the accident/incident reporting across the Group to save time/errors and add further insight and analysis;
- Research into technologies/devices that can reduce hazards and risks associated with the Group.

## OUR VISION

"To provide a safe and secure work environment promoting a positive culture by continuously improving the Health, Safety and Well-being of our people and the communities we serve"

Approved by:



Executive Chairman