



Safety and Well-being Policy Statement

June 2021

Our Vision is that nothing we do is more important than making sure we all go home safe and well at the end of every day to our family and friends. That's why ensuring each other's physical and mental well-being is a Cornerstone of our business.

Our Commitments

- Advance our safety culture by being risk focused and aiming to prevent harm to everyone affected by our activities.
- Support our colleagues to make informed life choices that contribute to their physical, mental, social and financial fitness.
- Use our industry leadership position to collaboratively benchmark safety and well-being practices and drive positive change.

Our Principles

- Relentless pursuit of our Vision; where everyone can step back from a task and stop work if they think it is unsafe, knowing they'll be supported in doing so.
- Colleague well-being and safety are interrelated and of equal importance.
- Being a great safety leader is an integral part of being successful in our business whatever your role.
- Resources are focused on managing the risks arising from what we do.
- Only do a task if you've been trained and are competent to do it safely, taking responsibility for yours and other people's safety.
- Consistent application of Just Culture Principles allows us to learn from incidents.

Our Governance

- Each of our businesses operates within the requirements of our Operating Framework for Health and Safety.
- We expect our suppliers to achieve, as a minimum, the Health and Safety standards detailed in our Supplier Manual.
- Health and Safety assurance is provided to the leadership teams and plc board through our 3-lines of defence principle.



Nick Roberts
Group Chief Executive Officer

As Group Chief Executive Officer, I am responsible for ensuring that we have a healthy culture of continuous safety and well-being improvement across the Group where we all look out for each other. To that end it is a condition of working for us that you behave, think and act safely in order to uphold our 'Keeping People Safe' Cornerstone. In doing so, we can all help make sure everyone goes home safe and well every single day, physically and mentally fit to come back the next.