



Safety, health & wellbeing

Policy statement

Safety & environment

We understand the importance of creating a culture that promotes safe work environments for all. We have a responsibility to our people, our clients, our supply chain and members of the public who come into contact with our work every day.

Safety is a priority, and we embrace our responsibility to ensure all our people have the right tools, follow the correct processes and display the behaviours that will keep them safe.

We recognise the benefits of good health and strive to promote and maintain the physical, mental and social wellbeing of our people and others affected by our operations.

Our key principles:

- We continuously develop to create work environments that promote health and safety
- Our goal is to ensure no harm comes to our people. We are committed to continuous improvements towards achieving this goal.

Health and wellbeing:

We recognise the protection of health and the promotion of wellbeing as important factors in keeping our people healthy and safe, sustaining attendance at work, supporting job satisfaction and business success.

We're committed to promoting and maintaining the physical, mental and social wellbeing of our people.

Our aim is to create a whole organisation approach to health & wellbeing through leadership commitment, line management buy-in and investment in the delivery of regular health & wellbeing initiatives.

We recognise the importance of investing in the health and welfare of our people by providing environments which generate positive experiences in the workplace.

Our key principles:

- We protect physical and mental health by promoting work-life balance
- We promote information sharing and effective communications of our health & wellbeing initiatives to engage with all people from across our business

- We're focused on reducing the volume of work-related ill-health and ensuring our people are aware of the signs and know when to offer or seek help
- We encourage our workforce to take responsibility for all aspects of their own health
- We provide health screening and occupational health support where it is required
- We have an employee assistance programme (EAP), which you can contact on 0800 316 9337