



Health and safety policy

It is our policy to comply with all applicable health and safety legislation in every country in which we operate. We're committed to protecting the health, safety and well being of all our people and those to whom we owe a duty of care. This commitment includes health, safety, welfare, fire prevention and the protection of the working environment. We also have specific policies on the use of mobile phones and personal safety.

In all cases compliance with legislative requirements is considered the minimum threshold of acceptability, with higher standards introduced where possible and reasonably practicable.

Policy ownership

Our Health and Safety Steering Group provides a facilitative framework for health and safety throughout the group. It reviews serious incidents and their implications, considers the annual health and safety reports of each business and produces an annual health and safety report for the group board. The steering group is also responsible for keeping workplace arrangements relating to health and safety under review and considering new legislation and its impact on our businesses.

Implementation

The directors and local management of each business are responsible for the implementation of day-to-day health and safety.

Each business has a Health and Safety Group which submits an annual report to the corporate Health and Safety Steering Group. Their remit also includes putting objectives and plans in place for the effective control, monitoring and review of health and safety, risk assessment of activities, creating safe systems of work, appointing a competent health and safety representative and providing effective information, training and development of employees to ensure proper implementation of this policy.

Health and safety issues are regularly communicated to employees and agents, and there are channels in place to enable health and safety concerns to be raised effectively and efficiently. Our policy is reviewed annually.