



MAKING A MATERIAL
DIFFERENCE



Health, Safety and Wellbeing

POLICY STATEMENT

SEPTEMBER 2020

Health, Safety and Wellbeing Policy Statement

We are committed to preventing injuries and work-related ill-health by achieving and maintaining the highest standards of health, safety and wellbeing, through continuous improvement and the promotion and sharing of good practice.

To support our commitment, we will:

- ensure that health, safety and wellbeing are core to our business and considered in all business decisions;
 - conduct all our activities in a manner designed to eliminate hazards and reduce our health, safety and wellbeing risks;
 - provide a safe and healthy working environment for colleagues, contractors and all persons who may be affected by our activities;
 - comply with all applicable health, safety and wellbeing legislation, codes of practice and industry standards;
 - comply with the requirements of ISO 45001, and commit to implement ISO 45001 at all relevant newly acquired operational locations within 12 months of commencement of operations;
 - ensure that our independently assessed safety management system is continually improved to provide a solid framework for the ongoing management of risk;
 - provide policies, procedures and suitable control measures for health, safety and wellbeing risks arising from our activities;
 - set and review objectives and targets to achieve continual improvement in health, safety and wellbeing performance;
 - provide regular training and coaching to ensure that our colleagues are competent and properly equipped to carry out their work safely;
 - engage and consult with colleagues and business partners on health, safety and wellbeing matters and ensure participation and involvement in our health and safety management system;
 - empower colleagues to challenge unsafe behaviour and conditions and stop work that is unsafe;
 - report our health, safety and wellbeing performance, including the annual publication of our injury frequency rates as Group KPIs;
 - support and enable employees to become more active in and around work, to make healthy lifestyle choices and to create a workplace environment that promotes the mental wellbeing of all employees.
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The Board of Breedon Group is responsible for:

- ensuring that an overall health, safety and wellbeing policy is in place for the Group;
- overseeing the health, safety and wellbeing performance of each division within the Group;
- the adequate provision of resources and management arrangements to ensure the effectiveness of the policy.

Each Business Director and Functional Head is responsible for:

- setting objectives that relate to the significant health, safety and wellbeing aspects associated with the business and monitoring and reporting on their effectiveness through a programme of management review;
- ensuring that effective resources, arrangements, training and management controls to deliver these requirements are established and implemented across all operations of the business;
- reporting the health, safety and wellbeing performance of the company and ensuring compliance with and communication of all Group, legal and other requirements at a local level;
- demonstrating a visible commitment to health, safety and wellbeing, leading by example and actively engaging with their teams on this.

It is the responsibility of everyone who works for the Company to:

- comply with this policy and its associated arrangements as an integral part of their day-to-day duties, never compromising on safety;
- report risks and take appropriate action to ensure the health, safety and wellbeing of themselves and others.

We will bring this policy to the attention of our employees, supply chain partners and relevant interested parties, and review it at least annually to ensure it is appropriate for the business.



Pat Ward, Group Chief Executive
September 2020