

# Health and Safety Policy Statement



This statement sets out our commitment to Zero incidents, Zero harm, Zero compromise: keeping you healthy and safe, every day at work.

Our firm expectation is that our people will return home safe and well every single day, enabling them to live their entire working lives both fit and healthy. To help us achieve triple zero every day we have developed seven aims. These are detailed below. Everyone is responsible for helping us to deliver our vision and aims.

**Zero incidents:** we all work in an incident-free environment that prevents work-related injuries by mitigating risk.

**Zero harm:** we have a healthy working environment where no-one suffers from work-related acute or chronic illness.

**Zero compromise:** we are all empowered and expected to challenge any unsafe situation at work that could cause injury or ill-health.

## Leadership

Keeping everyone safe and healthy  
We will promote good leadership behaviour through clearly communicating expectations and responsibilities, and by listening to feedback that supports continuous improvement.

We will recognise and reward excellence and will encourage everyone to make a positive contribution when it comes to enhancing health and safety at work.

## Competence

Skills to do the job in a safe and healthy way  
We will provide training and instructions so that everyone is able to understand the health and safety risks within their working environment that could affect them. We will make sure that everyone has the appropriate skills to carry out the job that they are expected to do safely.

## Health and wellbeing

Improving health and wellbeing  
We will make sure standards are in place and regularly reviewed which protect everyone from short-term and long-term occupational health conditions. We will provide everyone with key information which will help achieve our vision of zero harm and enable those who work for us to make lifestyle choices that can lead to long-term health benefits.

## Safe workplace

Safe and healthy workplace  
We will have safe working environments through ensuring our health and safety standards are met and risks are mitigated and controlled, across our sites and office-based activities. We will provide appropriate equipment and facilities, alongside supporting health and safety documentation through each phase of our work activities.

## Engagement

Active engagement with all stakeholders on health and safety  
We will work collaboratively with our stakeholders and contractors, developing and sharing innovative and sustainable solutions that will benefit all parties in achieving our shared triple zero vision. We will work together to deliver effective health and safety management across all aspects of work, including: planning, design, construction and maintenance of our assets.

## Communication

Right health and safety information at the right time  
We will implement robust management systems with appropriate resources, effective structures and rigorous governance. These systems will set standards and monitor the health and safety performance of our organisation. Following thorough analysis, we will feedback our findings to the business and influence decision making at all levels.

## Performance and improvement

Health and safety is a part of everyone's daily routine  
We will create an environment where everyone is encouraged to immediately challenge unsafe situations, or those that can cause harm to health. People know they can intervene free from reprisal.

**Steve Robertson**  
Chief Executive Officer  
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