

Health & Safety

Statement of Intent

The Group believes that a positive health and safety culture, characterised by both collective and personal ownership of health and safety matters in the workplace, supported by practical health and safety policies and commitment from the ForViva Board, and subsidiary Boards and Executive Leadership Team will achieve high health and safety standards.

Health and Safety Statement

The Group accepts responsibility for health and safety as an employer, and parent company and is committed to ensuring that these responsibilities are discharged throughout. The Board acknowledges that successful health and safety management is achieved through a number of linked components:

- Health and safety is a core management function and will be given adequate time and resources to implement both policy and arrangements successfully. The Board will ensure that all subsidiaries allocate sufficient time and resources to achieve the same.
- Employees and subsidiary employees are instrumental to the success of the health and safety system and should be both competent in health and safety relevant to their works and proactively engaged in all aspects of health and safety in order to create ownership within all employees.
- The Group is committed to achieving a measurable, progressive improvement in health and safety performance and we will, work on the principle that accidents, ill health and near-miss events can be prevented and, actively promote high standards by embedding a safety culture within our business that encourages everyone to work in a safe and healthy way.
- The Group accepts responsibility for health and safety as an employer, and parent company and is committed to ensuring that these responsibilities are discharged throughout, and that all applicable legislation is complied with.

In addition to the above legislative commitments, the Group also has golden principles of safety management, being:

- Everyone has the right to a safe and healthy workplace.
- Everyone has the right to be listened to and influence their workplace.
- Everyone should work safely, not because they have to, but because they want to.
- We do not blame people when things go wrong, we help them succeed to a better performance.
- All accidents and incidents are preventable.
- All accidents and incidents will be investigated and reported in line with Reporting of Injuries, Diseases & Dangerous Occurrences Regulations (RIDDOR).
- The visible and active leadership of senior managers is necessary to develop and maintain a positive health and safety culture.

- The best way to protect our employees, visitors and others is to actively involve our employees to talk, discuss and make decisions together.
- All our employees and contractors have a right to stop work if they consider they are in imminent danger.
- Health and safety is not a 'bolt on extra' and is beneficial to business performance.
- Skills, knowledge, experience and training is a requirement to achieve high safety standards.

Document owner (author):	Group Assistant Director of Health & Safety.
Date applies from:	10.11.2021
Group Chief Executive Officer:	
Date:	