

## Introduction

This policy statement sets out the intent of the Board of Directors for St James & St William Group Limited in relation to the management of health, safety and welfare within all activities undertaken by the Group. We will comply with all relevant moral and legal duties and will not knowingly compromise our values for profit or production.

## Vision

*We care about the health & safety of everyone who works with us. Our aim is for you to go home safe and injury-free, every day.*

## Mission

*To build a forward thinking and consistent health and safety culture across St James & St William. This will enable us to create and maintain safe working environments in which competent people can work in a safe responsible manner.*

## Our Objectives

- Continue to strengthen risk management by designing out risk
- Demonstrate enhanced commitment through leadership
- Actively engage with our supply chain and workforce
- Drive positive cultural change through the business and influence industry
- Promote Health & Wellbeing arrangements
- Ensure clear and effective communication at every level across the business
- Demonstrate legal compliance

To progressively measure our progress towards realising our Vision, we have set the following accident/incident reduction targets for the period ahead. The targets for 2024 are:

- Zero RIDDORS
- Reduce our over 3-day injury rate from 2023 performance by 10%
- Reduce the number of Level 5 Near Misses by 10% from 2023 performance
- Reduce All Injury rate by 10% on 2023 performance.
- 2 onsite reviews completed per eligible manager, per month
- Eligible managers will record 40 Health, Safety or Sustainability interventions per month

## How

We will focus on consistency through the development and implementation of common standards across all Group locations and activities. This will be achieved through everyone implementing the Proud to be Safe strategy of *Making holistic decisions to stay safe*, by focusing on the following key objectives:

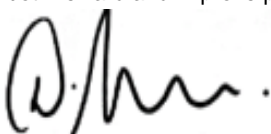
- **Delivering Good Work:** We are all responsible for promoting a supportive health and safety culture through positive attitudes and leadership. Our unwavering focus on hazard spotting and reducing risks, through robust management and supervision will reduce the potential for injury. This will enable us to deliver on our Health & Safety Vision of everyone going home injury free every day.
- **Maintaining Good Order:** Discipline and committing to do what we promise is key to maintaining a clean and safe environment that enables high standards of work. The results are avoidance of injury and an ability to plan and see ahead with clarity.
- **Promoting Good Health:** We want to instil healthy working practices with a focus on supporting everyone to take responsibility for their wellbeing. Raising awareness of healthy practice and providing conditions which impact positively will create an environment where it's a pleasure for everyone to work.

## Ownership

The Board of Directors of the St James & St William Group are ultimately responsible for the implementation of the above and the Management of health, safety and welfare. We also ask every employee working for the business to show a personal commitment to playing their part by working safely and demonstrating care and respect for all people.

## Continuous Improvement

The Board of Directors and the Group Safety Leadership Team will continually monitor and review performance. Actions will be taken to both reward and improve performance as required to ensure the ultimate achievement of our aims.



Dean Summers  
Managing Director  
June 2024