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The John Henry Group Board Directors are fully committed to protecting the safety of our employees and those working on our behalf by conducting our activities with due regard to Health & Safety legislation and industry standards. Safety is our priority, and we intend to ensure we meet our obligations towards anyone affected by our works including members of the public, our stakeholders and workforce.

We fully recognise the importance of planning, managing, and delivering our services to achieve good standards of Health & Safety, which ensures we meet our legal, moral, client and industry standards. We aim to continually strive for improvement and shall provide a framework for setting and reviewing objectives and measurable targets.

Our commitment will be clearly demonstrated to all staff through training, consultation, development, and active communication and management. Safety matters are discussed in various forums from board meetings to 1-2-1 workforce consultations and monitoring.

The Company expects every employee and everyone working on behalf of the Company to strive to always achieve and maintain the highest standards of health and safety, with an encouraged emphasis on their participation in hazard and risk identification and assessment and their engagement in the implementation and use of control measures, and their contribution with incident investigations; and to comply with the provisions laid down in this policy, exercising all reasonable care of their own health and safety and that of others who may be affected by their activities.

We will engage with our workforce on health and safety and act on issues raised.

**Organisation – the following deals with the allocation of responsibilities to people:**

- The Board of Directors have the overall responsibility for safety within the Company. Our main responsibility being to ensure that the Company and senior management properly address safety issues.
- The HSEQ Director has been appointed to advise the board on safety matters and lead the safety function and strategy, advising and supporting all departments and employees. HSEQ performance and strategy is formally discussed at Board meetings.
- All members of the management team are responsible for ensuring that due consideration is given to the safety implications of any decision or proposal made in their respective area of responsibility. Furthermore, individual employees have been allocated specific roles to coordinate, direct and promote safety issues within the Company, which are detailed in their Roles & Responsibilities in the Health & Safety Arrangements.
- Employees must bring any safety concerns to the attention of the Company, directly with their line manager or HSEQ department.
- The HSEQ department will undertake monthly performance monitoring and audits of our business throughout the UK to report on performance against the objectives of this policy.
- We will undertake an independent audit of our arrangements on an annual basis reporting the outcome and resulting recommendations to the Group Board for consideration.

Our people, our clients and our community are our prime concern, **nothing we do is so important that it cannot be done safely**



John Henry  
Chief Executive Officer  
John Henry Group