

The continuing success of Compass Group UK and Ireland is reliant on ensuring that we have a working environment that ensures, as far as possible, that our employees remain healthy and safe whilst at work. In order to achieve this we place a high priority on providing a working environment that is safe and without risks to the health and wellbeing of all Compass Group UK and Ireland employees, contractors, clients' staff and members of the public. We accept that positive health and safety performance provides significant benefits in our operational effectiveness and recognise that it has equal importance with all other aspects of business performance.

In achieving this we will meet the requirements of the Health and Safety at Work Act 1974 and subsidiary legislation in the UK, the Safety, Health and Welfare Act 2005 in Ireland, relevant industry standards and ISO 45001. Through a process of audit, review and continual improvement we shall ensure that the Occupational Health and Safety Management System (OHSMS) continues to meet the needs of the business and that it provides appropriate support and guidance to ensure that all levels of management and supervision are aware of our standards and how they can ensure that our employees are able to work effectively.

While ultimate responsibility for health and safety in Compass Group UK and Ireland rests with me as Managing Director, sector Managing Directors are to ensure that their business areas are managed and adequately resourced to reduce the risks to their employees to as low as is reasonably practicable. To support the business in this, the HSE Director is appointed as the competent health and safety advisor for Compass Group UK and Ireland. He is assisted through health and safety managers operationally deployed throughout the business on a regional, sector or contract basis.

The senior management of the business recognises and understands that providing a positive and safe working environment is a function of good leadership. I therefore expect leaders at all levels to demonstrate and encourage best behaviours resulting in the establishment of a positive, just and supportive culture by conducting regular safety walks and engaging with our frontline teams. This requires the collaboration of all employees and strong leadership to ensure that all employees are encouraged and empowered to raise concerns with, and ideas for improvement in, their working environment. I therefore encourage the development of open lines of communication, both formal and informal, to allow for successful consultation and dissemination of information on all aspects of health and safety. Managers and supervisors are to ensure that they treat the concerns of employees seriously and respond accordingly.

Through a process of audit, review and continual improvement we shall ensure that the Occupational Health and Safety Management System (OHSMS) will:

- Meet the operational needs of the business;
- Provide appropriate support and guidance to ensure that all levels of management and supervision are aware of our standards; and
- Ensure that our employees are able to work effectively.
- Promoting Health and Wellbeing in our teams through our You Matter campaign.

Our OHSMS identifies responsibilities at all levels of the business and outlines our standards for health and safety. All employees should be familiar with the OHSMS and understand their responsibilities for their own health and safety and that of others. We provide competent employees at all levels which is critical to healthy and safe working and while senior management will use their best endeavours to ensure that a safe and healthy workplace is provided, all employees are to be aware of their responsibility to comply with all requirements placed on them to ensure their own health and safety, and to bring to the attention of their manager any situation that they consider to be unsafe.

We expect employees to work safely and have regard for the safety of others working around them and those who may be affected by their work. We also expect employees to inform their supervisor or manager of any change in their physical or mental condition that may affect their health or safety while at work.

This policy and the associated management system procedures are to be reviewed annually and revisions will be brought to the attention of all employees. This policy is available upon request.

