

# Safety, Health and Wellbeing Policy



We read it, we understand it, we live it

## Our leadership commitment

- We, as an Executive Management Team, are committed to the Safety of our workforce, our customers, members of the public and all other stakeholders. We are committed to the health and wellbeing of our team. Everyone comes to work for us to make a difference – we have a responsibility to make sure that they can do that and go home to friends and family safely.
- Zero Harm is an ambition that is achievable – we strive always to be SAFER.
- No one should ever compromise Health and Safety in the name of Affinity Water. Every one of us is empowered to stop and make it safe. We always follow the LIFE SAVING PRINCIPLES.
- HEALTH AND WELLBEING is vital – it assists excellent performance and morale. Our Occupational Health, Safety and Wellbeing programmes are at the heart of our business. We provide training to employees to be knowledgeable, competent and safe in order to carry out their roles.

## Our company approach and the law

- We meet the requirements of the Health and Safety at Work Act 1974, namely, to maintain so far as reasonably practicable, healthy and safe working conditions including safe equipment and safe systems of work.
- We also meet the additional requirements of the Management of Health and Safety at Work Regulations 1999, including conducting risk assessments, developing emergency procedures, and providing health surveillance programmes.
- We have the organisational set up and resources to manage Safety, Health and Wellbeing across the business.
- We have clear occupational health, safety and wellbeing aims, objectives and targets, and regularly monitor progress by setting expectations on leaders, employees, and our supply chain.
- We plan our activities pro-actively, eliminate hazards and control risks to prevent harm.
- We ensure our colleagues are trained and competent to undertake their activities safely.
- We demand our supply chain to be responsible for, and to have training and competency standards that allow their undertakings to be carried out safely and without harm. They follow our Life Saving Principles, or they do not work with us.
- Incidents occur, but we have systems in place to ensure that we are prepared and can control the situation and we investigate all of them, no matter how minor, to understand the root cause and take corrective action to prevent similar incidents occurring in the future.

## Individual responsibility

### What does this mean to me?

- I am going to be looked after at Affinity Water. This tells me that leadership is committed, and we all have personal responsibility.
- I can always STOP if I think something is unsafe and I will be supported in doing that.
- I should work and operate safely and look after my personal wellbeing. Affinity Water takes that seriously. Honest safety conversations are well received.
- I should report all hazards, near misses, and incidents and escalate them appropriately.
- If I have a concern about health, safety, or wellbeing, I know I can tell people and that action will be taken.
- I know we have an Employee Assistance Programme that I can use for independent help when I need it.

Stuart Ledger, CEO, Affinity Water

