

Compass Group UK & Ireland's top priority is the safety and wellbeing of our employees and customer. This is reliant on ensuring that we have a working environment which, as far as possible, safeguards our employees whilst at work. In order to achieve this, we place a high priority on providing a workplace which is safe and without risks to the health and wellbeing of all Compass Group UK & Ireland employees, contractors, clients' staff and members of the public. We acknowledge that positive health & safety performance provides significant benefits to our operational effectiveness.

We will meet the requirements of the Health & Safety at Work Act 1974 and subsidiary legislation in the UK, the Safety, Health & Welfare Act 2005 in Ireland, relevant industry standards and ISO 45001. Through a process of audit, review and continual improvement we will ensure that the Workplace Safety Management System (WSMS) 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.

Whilst ultimate responsibility for health & safety in Compass Group UK & Ireland rests with me as CEO, sector CEO's 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 & safety advisor for Compass Group UK and Ireland. He is assisted through health & safety managers operationally deployed throughout the business on a regional, sector or contract basis.

The UK&I Executive recognises that providing a positive and safe working environment is a function of good leadership. I expect leaders at all levels to demonstrate and encourage best behaviours in order to establish 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 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 & 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 WSMS:

- Meets the operational needs of the business;
- Provides appropriate support and guidance to ensure that all levels of management and supervision are aware of our standards;
- Ensures that our employees are able to work effectively; and
- Promotes Health and Wellbeing throughout the business.

Our WSMS identifies responsibilities at all levels and outlines our standards for health and safety. All employees should be familiar with the WSMS 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 & safety, and to bring to the attention of their manager any situation that they consider to be unsafe – this includes informing their supervisor or manager of any change in their physical or mental condition that may affect their health or safety whilst 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.



Robin Mills
Managing Director