

SITE MANAGERS DECLARATION OF COMMITMENT TO HEALTH, SAFETY & ENVIRONMENT

The Company is committed to operating a safe and healthy business and reducing our environmental impact. The health, safety and wellbeing of our employees are our first priorities. In addition, we aim to protect the health, safety and wellbeing of our customers and for any other persons who may be affected by our activities, so far as is reasonably practicable. As a minimum the Company will comply with all legal and industry standards.

Specific responsibilities have been allocated to all levels of management as described in the Company Health and Safety, Food Safety, Environmental and Quality Policies.

It is my specific responsibility to implement these policies and procedures for this site and by doing so to ensure, so far as is reasonably practicable, the management of health, safety and welfare of employees and others for whom I am responsible.

In addition to this I will proactively follow the Safety Leadership principles as laid out in the See Care Share programme and encourage my teams to follow the Safety Behaviours every day.

I will:

- Promote See Care Share everyday through my Leadership Behaviours
- Conduct regular Safety Walks and engage with my team to encourage open and honest communication
- Provide my team with the training and resources to enable them to carry out their role effectively
- Create a working environment that promotes wellbeing and mindfulness
- Play my part in ensuring that we lead the way in sustainability and reducing our impact on our community by following the company Sustainability Commitments

I therefore declare my commitment to carry out my responsibilities as outlined above and to promote a caring culture where we all look out for each other.

Name:
Signature:
Date:

HS.POL.001.03
January 2020

Chubb European Group SE
100 Leadenhall Street
London EC3A 3BP

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F 0044 7172 7800
chubb.com/uk

Certificate of Employers' Liability Insurance

(Where required by regulation 5 of the Employers' Liability (Compulsory Insurance) Regulations 1998 and subsequently amended by regulation 2 of the Employers' Liability (Compulsory Insurance) Regulations 2008 (the Regulations), one or more copies of this certificate must be displayed at each place of business at which the policyholder employs persons covered by the policy. This requirement will be satisfied if the certificate is made available in electronic form and each relevant employee to whom it relates has reasonable access to it in that form).

Policy Number:	UKCAND15476
1. Name of Policyholder:	Compass Group PLC and all their Subsidiary Companies
2. Date of commencement of insurance policy:	30 th September 2004 L.S.T.
3. Date of expiry of insurance policy:	29 th September 2005 L.S.T.

Both days inclusive

L.S.T. (Local Standard Time) means the time applicable on the relevant date at the address of the Insured as shown on the Schedule to the Policy

We hereby certify that:

- The policy to which this certificate relates satisfies the requirements of the relevant law applicable to Great Britain, Northern Ireland, the Isle of Man, the Island of Jersey, the Island of Guernsey and the Isle of Man;
- The minimum amount of cover provided by this policy is not less than GBP5,000,000.

Signed on behalf of Chubb European Group SE

Mark Roberts
Division President UK/EI

Chubb European Group SE (CEG) is a Swiss entity, a public company registered in accordance with the corporate law of the Swiss canton of Zurich. CEG is a subsidiary of the Group and governed by the provisions of the French Insurance Code. Since filing with the French Economic Affairs and Statistics by CEG, which is authorized and registered for the French Prudential Supervision and Insurance Authority, registered number 429 227 214 RCS Nanterre, registered office at 100 Leadenhall Street, 25 Fenchurch Lane, London EC3A 3BP, United Kingdom, France, UK and other offices at 70000, 67000, 68000, 69000, 70000, 71000, 72000, 73000, 74000, 75000, 76000, 77000, 78000, 79000, 80000, 81000, 82000, 83000, 84000, 85000, 86000, 87000, 88000, 89000, 90000, 91000, 92000, 93000, 94000, 95000, 96000, 97000, 98000, 99000, 100000, 101000, 102000, 103000, 104000, 105000, 106000, 107000, 108000, 109000, 110000, 111000, 112000, 113000, 114000, 115000, 116000, 117000, 118000, 119000, 120000, 121000, 122000, 123000, 124000, 125000, 126000, 127000, 128000, 129000, 130000, 131000, 132000, 133000, 134000, 135000, 136000, 137000, 138000, 139000, 140000, 141000, 142000, 143000, 144000, 145000, 146000, 147000, 148000, 149000, 150000, 151000, 152000, 153000, 154000, 155000, 156000, 157000, 158000, 159000, 160000, 161000, 162000, 163000, 164000, 165000, 166000, 167000, 168000, 169000, 170000, 171000, 172000, 173000, 174000, 175000, 176000, 177000, 178000, 179000, 180000, 181000, 182000, 183000, 184000, 185000, 186000, 187000, 188000, 189000, 190000, 191000, 192000, 193000, 194000, 195000, 196000, 197000, 198000, 199000, 200000, 201000, 202000, 203000, 204000, 205000, 206000, 207000, 208000, 209000, 210000, 211000, 212000, 213000, 214000, 215000, 216000, 217000, 218000, 219000, 220000, 221000, 222000, 223000, 224000, 225000, 226000, 227000, 228000, 229000, 230000, 231000, 232000, 233000, 234000, 235000, 236000, 237000, 238000, 239000, 240000, 241000, 242000, 243000, 244000, 245000, 246000, 247000, 248000, 249000, 250000, 251000, 252000, 253000, 254000, 255000, 256000, 257000, 258000, 259000, 260000, 261000, 262000, 263000, 264000, 265000, 266000, 267000, 268000, 269000, 270000, 271000, 272000, 273000, 274000, 275000, 276000, 277000, 278000, 279000, 280000, 281000, 282000, 283000, 284000, 285000, 286000, 287000, 288000, 289000, 290000, 291000, 292000, 293000, 294000, 295000, 296000, 297000, 298000, 299000, 300000, 301000, 302000, 303000, 304000, 305000, 306000, 307000, 308000, 309000, 310000, 311000, 312000, 313000, 314000, 315000, 316000, 317000, 318000, 319000, 320000, 321000, 322000, 323000, 324000, 325000, 326000, 327000, 328000, 329000, 330000, 331000, 332000, 333000, 334000, 335000, 336000, 337000, 338000, 339000, 340000, 341000, 342000, 343000, 344000, 345000, 346000, 347000, 348000, 349000, 350000, 351000, 352000, 353000, 354000, 355000, 356000, 357000, 358000, 359000, 360000, 361000, 362000, 363000, 364000, 365000, 366000, 367000, 368000, 369000, 370000, 371000, 372000, 373000, 374000, 375000, 376000, 377000, 378000, 379000, 380000, 381000, 382000, 383000, 384000, 385000, 386000, 387000, 388000, 389000, 390000, 391000, 392000, 393000, 394000, 395000, 396000, 397000, 398000, 399000, 400000, 401000, 402000, 403000, 404000, 405000, 406000, 407000, 408000, 409000, 410000, 411000, 412000, 413000, 414000, 415000, 416000, 417000, 418000, 419000, 420000, 421000, 422000, 423000, 424000, 425000, 426000, 427000, 428000, 429000, 430000, 431000, 432000, 433000, 434000, 435000, 436000, 437000, 438000, 439000, 440000, 441000, 442000, 443000, 444000, 445000, 446000, 447000, 448000, 449000, 450000, 451000, 452000, 453000, 454000, 455000, 456000, 457000



HealthHero Employee Assistance Programme

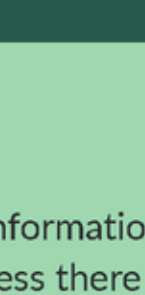
AVIVA

Access confidential support for your wellbeing, whenever you need it

How to Access HealthHero

- Call 24/7 on 0800 015 5630. Calls are confidential, information shared by employees is not disclosed to Compass unless there is a serious and immediate risk of harm where safeguarding obligations apply.
- Or visit [HealthHero Platform](#)
- To register for this service please use the activation code: AVIVAPROTECTION

Scan QR code for additional step by step support on new process.



i Your personal information and concerns are not shared with Compass, except where there is a serious safety risk.



YOU MATTER

Mental Health & Wellbeing

Compass Group UK & Ireland has launched the new Crisis Line

A crisis can be anything from food poisoning or serious injuries right through to terrorist attacks.

In the event of a crisis at your location call this free phone number (available 24/7) and our Crisis Management Team will get help to you.

SECTOR LEVEL INCIDENT

LEVEL 0

Dealt with at unit level
Refer to your Unit Manager/
Emergency Number

LEVEL 1

Requires sector management support

CALL THE CRISIS LINE

LEVEL 2

Potential or less
Incident is more complex or serious

LEVEL 3

Full crisis requiring central team support
e.g. Food Safety Team,
Legal Business
Continuity Team

LEVEL 4

Severe Crisis
The Crisis Management Team will be deployed

SEE **CRISIS MANAGEMENT GUIDE FOR MANAGERS** ON CONNECT

COMPASS CRISIS LINE: 0800 011 4630



Unit Name:
Unit Number:

UNIT MANAGERS EMERGENCY MANUAL

THIS MANUAL MUST BE LOCATED ON OR NEAR
YOUR STAFF NOTICE BOARD.





Document Name	Document owner	Issue Date	Version Number	Classification
Unit Managers Emergency Manual	Emergency@UK-UK-UK	July 2021	0.0.0.00.00	Internal

Emergency Manual

Internal

1

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OCTOBER 2026

OCTOBER SAFETY UPDATE

Your See Care Share Update

MONTHLY SAFETY FOCUS

Winter readiness

As temperatures fall and daylight reduces, check that entrances, paths, leading stairs and work spaces are ready for autumn and winter conditions. Remove wet leaves, keep roofs well lit and make sure mats and warning signs are available.

Report damaged surfaces, blocked drains, leaks, failed lighting and heating concerns promptly. Review local getting emergency assistance before the first frost and confirm essential services are available and serviceable.

- SEE**
Entrances, standing water, poor lighting and early frost.
- CARE**
Keep routes clear, dry and well lit. Use mats and signs.
- SHARE**
Report defects early and confirm winter controls are ready.

MONTHLY UPDATE TOPIC

Remember our Safety Behaviours this October

Remember our Safety Behaviours this October. **Speak Out** by encouraging positive two-way dialogue, **Be Mindful** by focusing on hazards and controls, and **Get Involved** by taking proactive action. Use a See Care Share Safety Conversation helping everyone return home safely.

Our Safety Behaviours help everyone take responsibility for safety.

- 01 SPEAK OUT**
Encourage safety two-way dialogue about focus
- 02 BE MINDFUL**
Focus on workplace hazards and how we control them
- 03 GET INVOLVED**
Be proactive and help keep safety front of mind
- 04 USE THE TOOLS**
Use a See Care Share Safety Conversation with your team

ACTION: SPEAK OUT, BE MINDFUL AND GET INVOLVED EVERY DAY.

TAKE HOME SAFETY

FOOD SAFETY IN YOUR HOME/CATERING

Work safely with food and water before preparing food and after handling raw ingredients. Clean worktops, chopping boards and utensils and change kitchen clothes and aprons regularly. Do not wash raw meat or poultry, as splashes can spread bacteria. Keep raw and ready-to-eat foods separate, use different bowls and knives, and immerse meat outside on the bottom shelf. Cook food thoroughly until it is steaming hot throughout and preserve no time.

Check all delivery prompts, keep food refrigerated and check use-by dates.

CLEAN | SEPARATE | COOK | CHILL

INCIDENTS SNAPSHOT		SEPTEMBER 2026 INCIDENTS	
274	SAFETY INCIDENTS	3	REDUOR REPORTABLE
7	ALLERGEN INCIDENTS	2	SUPERIOR FOREIGN BODIES
35	TOTAL RECORDEABLE	11	IN-HUNT FORBION BODIES
3	FOD-FOR-PORCING ALLEGATIONS	833	NEAR MISSES & HAZARD OBS.

Top 10 Incident types by occurrence

Cut		71
Hot / cold surface		60
Slip, trip or fall		41
Moving / flying / falling object		40
Handling / lifting / carrying		20

WE LOOK OUT FOR EACH OTHER
COMPASS UK & BELFIELD HSE



FIRST AID AND EMERGENCY INFORMATION






FIRST AIDERS:


FIRST AID KIT LOCATION:


NEAREST HOSPITAL WITH A&E:


SOUND OF THE FIRE ALARM:


EVACUATION ASSEMBLY POINT:


FIRE WARDENS:


UNIT EMERGENCY CONTACT:


SPILL KIT LOCATION:


EMERGENCY GAS SHUT OFF





Compass UK & Ireland
Workplace Safety Management System

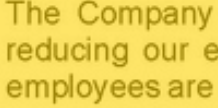
Health, Safety and Environment Meeting			
Unit Name and Address			
Meeting Date	Date	Meeting Time	
Attendees			
Apologies			

Agenda
1. See Care Share Moment 2. Outstanding matters from previous meeting 3. Health & Safety • Incidents, hazard observations and near misses since last meeting • Report on findings of any Audits, Inspections and Risk Assessments • Changes to site equipment, services or work methods 4. Food safety issues 5. Environmental issues 6. Quality issues 7. Changes to Company Policy or Procedures 8. Training • Training since last meeting • Training planned 9. Any other HSE matters that team colleagues wish to discuss 10. Recognition/nominations for team members who should be recognised for their contribution to HSE 11. Action plan

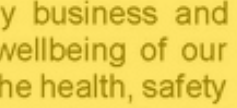
Document Name	HSE Meeting Minutes	Document No	HSE.F.006.03
Document Owner	Health and Safety	Date of Issue	May 2022
Classification	Internal Use	Version No	03

HSE.G.060.02

HSE NOTICE BOARD – TEMPLATE



SEE
HEAR
KNOW



SITE MANAGERS DECLARATION OF COMMITMENT TO HEALTH, SAFETY & ENVIRONMENT

The Company is committed to operating a safe and healthy business and reducing our environmental impact. The health, safety and wellbeing of our employees are our first priorities. In addition, we aim to protect the health, safety and wellbeing of our customers and for any other persons who may be affected by our activities, so far as is reasonably practicable. As a minimum the Company will comply with all legal and industry standards.

Specific responsibilities have been allocated to all levels of management as described in the Company Health and Safety, Food Safety, Environmental and Quality Policies.

It is my specific responsibility to implement these policies and procedures for this site and by doing so to ensure, so far as is reasonably practicable, the management of health, safety and welfare of employees and others for whom I am responsible.

Site Manager Declaration

Download & Print From

The HSE Website

WSMS Page

I therefore declare my responsibility to carry out the responsibilities as outlined above and to promote a caring culture where we all look out for each other.

Name:
Signature:
Date:

HS-POL-001.03

January 2020

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HealthHero Employee Assistance Programme

■ AVIVA

Access confidential support

You Matter & AXA Poster

Download & Print From



WORK JAM

- Call 24 hours on 0800 111 111. Confidential, information shared is not shared with your employer unless there is a serious and immediate risk of harm where safeguarding obligations apply.
- Or visit [HealthHero Platform](#)
- To register for this service please use the activation code: AVIVAPROTECTION

Scan QR code for additional step by step support on new process.



 Your personal information and concerns are not shared with Compass, except where there is a serious safety risk.



YOU MATTER

Mental Health & Wellbeing

Compass Group UK & Ireland has launched the new Crisis Line Information Download & Print From The HSE Website

A Crisis can be anything from food poisoning or serious injury to a fire or flood. In the event of a crisis at your location call the Crisis Line on 0800 011 4630 and our Crisis Management Team will be deployed to you.

Crisis Management

LEVEL 0

Deal with at unit level
Refer to your Unit Manager/Emergency Helpline

LEVEL 1

Requires sector management support

LEVEL 2

Potential or risk
Incident is more complex or serious

LEVEL 3

Full crisis requiring central specialist support, e.g. Food Safety Team, Legal, Business Continuity Team

LEVEL 4

Severe Crisis
The Crisis Management Team will be deployed

SEE CRISIS MANAGEMENT GUIDE FOR MANAGERS ON CONNECT

COMPASS CRISIS LINE: 0800 011 4630

Unit Managers Emergency Manual

Available From

The HSE Website

or Order From Linney

CO22_COM_BKLT_034803

Unit Name: _____

Unit Number: _____

UNIT MANAGERS EMERGENCY MANUAL

...as well as on or near your staff notice board.

Document Name	Document owner	Issue Date	Version Number	Classification
Unit Managers Emergency Manual	Company HSE LM & M	July 2001	0.01.000.01	Internal

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Unit Managers Emergency Manual

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OCTOBER 2016

OCCUPATIONAL SAFETY UPDATE

Your See Care Share Update

MONTHLY SAFETY FOCUS

Winter readiness

As temperatures fall and daylight recedes, check that entrances, paths, loading areas and work spaces are ready for autumn and winter conditions. Remove wet leaves, keep routes well lit and make sure mats and warning signs are available.

Report damaged surfaces, blocked drains, leaks, failed lighting and heating concerns promptly. Review local getting arrangements before the first frost and confirm essential equipment is available and serviceable.

MONTHLY UPDATE TOPIC

Remember our Safety Behaviours This October

Remember our Safety Behaviours this October. **Speak Out** by encouraging positive team dialogue. **Be Mindful** by focusing on hazards and controls, and **Gat Involved** by taking proactive action. Use a See Care Share Safety Conversation to help everyone learn about safety.

Our Safety Behaviours help everyone take responsibility for safety.

SPEAK OUT

Encourage positive team dialogue about safety.

BE MINDFUL

Focus on hazards and controls.

GAT INVOLVED

Take proactive action.

USE THE TOOLS

Use a See Care Share Safety Conversation to help everyone learn about safety.

INVOLVED EVERY DAY

Monthly See Care Share Safety Update

Download & Print From The HSE Website

See Care Share Page

FOOD SAFETY IN YOUR RESTAURANT					
274 SAFETY INCIDENTS	35 TOTAL REPORTABLE	3 RIDDOR REPORTABLE	833 HEAVY LIFTING & HAZARDOUS USE		
7 ALLERGEN INCIDENTS	18 FOOD POISONING ALLEGATIONS	2 SUPPLIER FOREIGN BODIES	11 IN UNIT FOREIGN BODIES		

Top 5 incident types by occurrence

Cut		71
Hot / cold surface		50
Slip, trip or fall		44
Moving / flying / falling object		40
Handling / lifting / carrying		20

WILL LOOK FOR EACH OTHER

COMES AS US & BELIEVE AND

First Aid Information

Poster

Available From

The HSE Website

or Order From Linney

CO24_COM_STCK_045111

HSE-POS-004-01

Compass UK & Ireland
 Workplace Safety Management System





72 100 400

Health, Safety and Environment Meeting			
Unit Name and Address			
Meeting Date	Date	Meeting Time	
Attendees			
Apologies			

HSE Meeting Minutes

Download & Print From

The HSE Website

WSMS Page

1. See Care Share Moment
2. Call out the good things that you did well on
3.
 - Incident, hazard observation and near misses since last meeting
 - Report on findings of any Audits, Inspections and Risk Assessments
4. Review the HSE Website
5. Environmental issues
6. Quality issues
7. Changes to OHS
8. Training
 - Training since last meeting
 - Training planned
9. Any other HSE matters that team colleagues wish to discuss
10. Recognition/nominations for team members who should be recognised for their contribution to HSE
11. Action plan

Document Name	HSE Meeting Minutes	Document No	HS.F.009.03
Document Owner	Health and Safety	Date of Issue	May 2022
Classification	Internal Use	Version No	03