

Compass Group UK & Ireland recognises that the safety and wellbeing of our employees and customers is at the heart of our business and is the guiding principle for how we operate. We understand that positive health and safety culture benefits our people, our customers, and our operational effectiveness.

To maintain and strengthen this culture, we commit to the principles of our behavioural safety model SEE CARE SHARE. While leaders are at the forefront, every employee is expected to demonstrate safe behaviours relevant to their role. This is essential to ensuring workplaces are safe and risks are effectively managed for everyone's benefit.

We will:

- Comply with all relevant health and safety legislation and ISO 45001 standards.
- Continually audit, review, and improve our Workplace Safety Management System (WSMS) to meet business needs and provide clear guidance for all levels of management.
- Provide sufficient resources to operate safely.
- Promote health and wellbeing throughout the organisation.

Responsibilities:

- Ultimate responsibility for health and safety rests with the CEO. Sector CEOs must ensure their areas are managed and resourced to reduce risks to as low as reasonably practicable.
- The HSE Director acts as the competent health and safety advisor, supported by regional and sector health and safety managers.
- Leaders at all levels must actively demonstrate SEE CARE SHARE behaviours through safety walks; consultation with frontline teams; empowering safe practices through actively recognising and rewarding safe behaviours; and take action to improve safety performance.

Expectations of all employees:

- Behave safely, taking care of themselves and others.
- Be mindful towards safety.
- Follow all health and safety rules.
- Speak out and report unsafe conditions immediately.
- Get involved and challenge any unsafe behaviour seen.
- Inform their manager of any physical or mental changes that could affect their ability to work safely.

This policy and associated procedures will be reviewed annually, and updates communicated to all employees.



Robin Mills  
Managing Director