

Company Shop Group Health & Safety Policy Statement



As a company, we want to make sure we always do the right thing by the way we work and behave. All our colleagues, visitors, contractors, members and any other interested parties will be protected from risks of occupational injury or ill health.

At Company Shop Group it is our intention to demonstrate an ongoing and determined commitment to improving health and safety at work throughout our Company. This is through the implementation and certification of our Occupational Health and Safety Management system in accordance with ISO 45001:2018 across our business.

We are continually striving to be recognised as a good employer both internally and externally. We will ensure the health and safety at work of all of our colleagues including any other interested parties who may be affected by our work activities. We will comply with all relevant legislation, regulations and other requirements that are applicable to our business activities.

This policy reflects Company Shop Group's commitment to ensuring that health and safety at work is paramount to our business and that effective management of health and safety contributes to our success.

Progress against our commitment will be regularly and openly measured through targets and objectives which are set to allow the monitoring and continual improvement of this management system.

Company Shop Group are committed to;

1. **Awareness** – everyone has awareness and understanding of health and safety hazards and risks that affect our business. This includes this policy, open communication, participation and consultation with all colleagues, defined management roles and responsibilities, along with a commitment to eliminate hazards and reduce occupational health and safety risks.
2. **Competence** – everyone will have the competence to undertake their work with minimum risks to health and safety. This includes effective work place training and instruction, positive health and safety behaviour and culture, and robust risk assessments and management of those risks.
3. **Compliance** – our work activities achieve compliance with applicable or relevant legislation including any other requirements, so our colleagues are empowered to do the right thing by taking action to minimise health and safety risks. This includes incident investigation, measuring performance, implementing a robust health and safety management system, effective engagement and collaboration with colleagues, contractors and other interested parties.

We will deliver our policy through our culture that does not tolerate threats to health and safety. To help address any threats to health and safety, we will ensure continued consultation and participation with colleagues and any other interested parties where applicable.

This policy has been created to define, endorse and demonstrate our commitment to the health, safety and wellbeing of all of our colleagues and any other interested parties who may be affected by our work activities. The operation of this policy and associated procedures will be monitored and reviewed as necessary, but at least on an annual basis.

Directors, Senior Leaders, Departmental Management and Supervisory colleagues shall have responsibilities for the implementation and maintenance of this policy and together must ensure that health, safety and wellbeing issues are given adequate consideration in all planning and activities to show we are in it together.

This policy will be managed by the senior management team and communicated to the group and other interested parties via various means.

Signed: _____

Date: _____

9 April 2020

Jane Marren, Managing Director