

Company Shop Health and Safety Policy

As a company, we aim to always do the right thing in 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 improve health and safety at work throughout the business. This is through the implementation and certification of our Occupational Health and Safety Management System in accordance with ISO45001:2018.

We will ensure the Health and Safety of all 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 Groups commitment to ensuring that health and safety is the number one priority within the business and that effective management of health and safety is the main contributing factor of 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 is committed to:

1. **Awareness** – everyone has awareness and understanding of health and safety hazard and risks that effect 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 heir work with minimum risk to health and safety. This includes effective workplace 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 a 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 defines, endorses, and demonstrates our commitment to the health, safety, and wellbeing of all our colleagues and any other interested parties. This implementation of this policy and associated procedures will be monitored and reviewed as necessary, but at least annually.

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

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


Signed
Steph McGinty, Group Managing Director

Date: 28th June 2021