Health & Safety Policy

At OCU health and safety is a core value. The health, safety and wellbeing of our employees, delivery partners and those affected by our operations is our paramount concern and must never be compromised by other objectives. We are committed to proactive health, safety, and wellbeing at all levels, positively influencing all stakeholders.

Our vision is:

That all our operations are healthy, safe and sustainable for our people and our planet.

We will:

- Empower employees or those working on our behalf to challenge any un-safe acts or site conditions they witness whilst undertaking work and stop work if it is unsafe to continue.
- Foster a culture that actively encourages open discussion and the reporting of all safety concerns, accidents, incidents, close calls, near misses and interventions.
- Commit to consult with and provide opportunities for participation of workers, and where they exist, workers' representatives, in matters related to Health and Safety.
- Maintain our management systems and certification to ISO45001.
- Comply with our legal obligations and requirements of our Health, Safety and Wellbeing management systems and other relevant requirements.
- Provide and maintain safe vehicles, plant, equipment, and systems of work.
- Provide and maintain safe places of work and risk-free means of entry and exit from them.
- Provide adequate information, instruction, training, and supervision to enable persons to work safely and competently.
- Make a continuous effort to prevent accidents and cases of work-related ill-health.
- Investigate all incidents to establish lessons learnt and incorporate improvements to our safety management system.
- Establish goals and key performance indicators which will be reviewed monthly to seek improvements.
- Make the health and safety commitment of all our delivery partners a crucial consideration in their selection.
- Expect our delivery partners to demonstrate compliance with our standards and management systems.
- Deliver an occupational health surveillance programme to ensure our health protection measures remain effective.
- Develop a positive culture around mental health and provide support to our employees and delivery partners.
- Engage openly with our clients and industry to share best practice and learn from others.

During 2025 we will:

- Increase visible leadership and continue to empower people to speak up about health and safety.
- Reinforce the responsibility of individuals to stop work when it's unsafe to continue.
- Monitor performance using leading and lagging indicators.

All employees and those working on our behalf will be made aware of this Policy. We will ensure that it is visible; displayed at all our locations and on our intranet.

The Board of Directors gives its full support to this Policy and shall ensure it is communicated, implemented and applies to all OCU Group companies.

Michael Hughes
Chief Executive Officer

Date: 6th January 2025

(This Policy will be reviewed on an annual basis)