



## HEALTH, SAFETY AND WELLBEING POLICY STATEMENT

Wincanton plc and its management team is committed to the occupational health, safety and well-being of its colleagues and anyone else who may be affected by its activities. It recognises that commitment to a high level of safety makes good business sense and acknowledges that health and safety is a business function that must continually develop and adapt to change. Safety is the responsibility of everyone within the organisation and is not only a function of management. The Wincanton approach to occupational health and safety is based on the identification and control of risk and a commitment to the prevention of injury and ill health.

A positive safety culture of care is encouraged within the organisation and is actively supported by senior management. All colleagues will be involved in the decision-making process either as individuals or via representatives. In order to achieve this the following will form the Wincanton aims and objectives:

1. Wincanton believes that managing occupational health and safety is an integral part of a management function and will monitor the health and safety performance of its managers as it would with any other business critical responsibility. Wincanton will promote “Culture of Care” throughout its operations to raise colleague awareness and participation in safety.
2. Wincanton will establish and maintain key leading and lagging performance indicators so that opportunities for improvement can be identified. Each business section will identify their performance measures relevant to group set objectives and its interested parties to include actual performance measures in their monthly reports. Business performance will also be regularly reported to colleagues.
3. Wincanton will comply with laws, and other applicable occupational health and safety requirements, in carrying out its activities and will assess the risk to the health and safety of its colleagues and anyone else that may be affected by its activities. Management will provide and maintain a safe working environment and will develop safe systems of work, behaviour-based safety programmes and codes of practice. In addition, procedures will be established to ensure that all reasonably practicable steps are taken to ensure the safe selection, use, maintenance and repair or replacement of plant, machinery and equipment.
4. Wincanton will devote the necessary resources, in the form of finance, equipment, personnel and time, to ensure the implementation of this policy statement. Wincanton will also provide adequate and appropriate information, instruction, training and supervision. Specialist support in occupational health and safety matters will be provided as necessary.
5. Colleagues have a specific responsibility to take reasonable care of themselves and others who may be affected by their activities (or their omissions) and are expected to follow laid down procedures and to co-operate with management in achieving the required high standards. In addition, they are required to notify accidents, unsafe working conditions, hazards and near-miss incidents to their managers, safety advisors or nominated representatives.
6. Wincanton will monitor, co-operate with and control as necessary sub-contracted colleagues under its control, clients and other employers affected by its operations.
7. Wincanton will promptly investigate incidents and dangerous occurrences and appropriate steps will be taken to prevent recurrence, as far as is reasonably practicable.
8. Continuous improvement in health, safety and well-being is expected from all Wincanton operations, underpinned by effective planning, monitoring and reviewing of health and safety performance.

Wincanton will review this policy statement at least annually.