

HEALTH AND SAFETY POLICY STATEMENT

Safety is a core value of Laleham Health and Beauty Limited. Nothing we do is so important that it cannot be done safely every time.

It is the policy of Laleham Health and Beauty Limited (Trading as part of the Ourvita Group) to ensure compliance with the *Health and Safety at Work Act 1974* and applicable legal or other requirements relating to Occupational Health and Safety. This policy applies to all employees, agency personnel, contractors, visitors, or others who may be affected by our activities across the Laleham Health and Beauty sites. Laleham is committed to providing a healthy, safe and inclusive workplace that supports the physical, mental and social wellbeing of all colleagues, visitors and contractors.

To meet this responsibility, we will:

- Implement an effective Occupational Health and Safety management system as described within *ISO45001*, *HSG65* or *Ourvita Policy and Standards*. This will be achieved through application of the Company's Occupational Safety Management system manual and regular management review of the Occupational Health & Safety management system and policy to enhance Health & Safety performance.
- Through the Senior management team, demonstrate the necessary leadership and provide sufficient resources to embed Health & Safety considerations and accountability into business decision-making at all levels.
- Continually improve our accident and incident performance by learning from events, identifying root cause & implementing effective corrective and preventative actions to prevent reoccurrence. The company is committed to achieving year-on-year reduction in lost time or personal injuries, increasing near-miss and hazard reporting while eliminating hazards and reducing occupational health and safety risks through the hierarchy of controls and effective risk management.
- Implement Safety objectives within the HSE KPI & Safety plan including: 100% completion of Safety training, 100% audits & inspections and maintaining risk assessments for all applicable activities.
- Strengthen Safety behaviours through our Safety F1rst and Health & Wellbeing programme engagement tools. Laleham is committed to promotion of mental health wellbeing, physical & occupational health through employee support programmes & initiatives.
- Work with our Colleagues, Contractors, and other Stakeholders to ensure that they comply with this policy and all applicable Health & Safety procedures while undertaking activities on behalf of the Company.
- Consult with employees and their representatives when identifying hazards, assessing risks, developing objectives, investigating incidents, and implementing improvements to the Health & Safety management system.
- Laleham Health and Beauty Limited will ensure this policy is available to all interested parties.

Signed for and on behalf of Laleham Health and Beauty Limited

Nigel Boyle

Chief Operating Officer

Paul Harris

Group HSE Manager

This document is electronically approved within the Q Pulse document system.