

HEALTH & SAFETY POLICY

The health and safety of our employees and everyone else affected by our activities is fundamental to the success of our business.

At Shawston, we believe that our long-term success as a business is dependent upon the ability to keep our workforce, customers, associated businesses, suppliers, and members of the public safe. Nothing that we do is so important that it cannot be done safely.

Our policy is to create an environment in which no one is harmed. We will achieve this by:

- Providing exemplary and inspirational leadership
- Identifying the hazards associated with our activities and removing the risk where reasonably practicable
- Ensuring we remain focused on both the physical and mental health of our staff through occupational health monitoring and active mental health first aid practitioners.
- Providing sufficient resources for the management of health and safety including setting and monitoring objectives for continual improvement
- Communicating and engaging with our workforce, our customers and our suppliers to ensure everyone understands how to keep themselves and others safe and healthy.

Our approach to managing health and safety is set out in our branch zero harm action plans and group H&S strategy.

The Shawston Board is responsible for establishing the overall Health and Safety Policy and appointing a health and safety compliance committee to monitor and confirm adherence to this policy.

Shawston is an employee-owned business and a member of the Employee Ownership Association. Employee ownership has been implemented to embed the following safety values:

- Empowerment to make safe decisions everyday
- Understanding the consequences of owning an unsafe business
- Realising the advantages of owning a safe business
- Ownership of the business ensures ownership of personal safety and that of others around you

It is the responsibility of every individual in the business to:

- Perform his or her job in a safe manner
- Stop and seek guidance if he or she believes what they are doing is unsafe
- Report any unsafe acts or conditions they see
- Comply with all health and safety requirements
- Understand their impact on health and safety at the workplace
- Make safety personal to help create a Zero Harm culture.

We will bring this policy to the attention of our employees, supply chain partners and relevant interested parties; and review it on an annual basis.

Authorisation



November 2023

Tom Rigby
Group Managing Director

On behalf of the Shawston Executive Board

Shawston Head Office

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