

Health, Safety and Wellbeing Policy – 2020/21

At Severn Trent, Health, Safety and Wellbeing (HSW) is embedded within everything we do. We must protect the health, safety and wellbeing of everyone we work with. No one should get hurt or be made unwell by what we do.

This Policy Statement encompasses a summary of our overall Severn Trent Group HSW policy. The Directors and Executives within Severn Trent Services/Operating Services UK&I (OS UK&I) are committed to minimising the impact upon the physical and mental health of our work colleagues caused by the activities of our businesses.

We want to achieve an incident free environment where we:

- Support and invest in the mental and physical health, safety & wellbeing of our colleagues
- Create a Great & Safe place to work where no-one, that's our colleagues, supply chain partners, customers and the communities in which we work, are hurt or made unwell by our activities
- Regularly review our performance to ensure we continue to deliver health, safety & wellbeing improvements.

This policy and our HSW Standards, which form part of our management system, are reviewed to ensure that they remain relevant to the organisation and requirements. They are also externally assured.

We will:

- Maintain an accessible and transparent health, safety and wellbeing strategy with clear goals, objectives and plans.
- Ensure that we are compliant with legislative and other requirements including maintenance of our ISO 45001:2018 (SSIP) accreditation.
- Use and embed health, safety and wellbeing standards and processes that are straightforward so that people know what is expected of them.
- Demonstrate visible leadership, promote best practice and recognising colleagues' commitment where appropriate.
- Ensure worker participation and consultation including the continual development of Safety Coaches and innovation ideas.
- Create safe environments and safe systems to ensure that no one gets hurt or is made unwell by what we do.
- Speak up if we believe the work environment or task is unsafe or if we see an unsafe act.
- Provide an occupational health and wellbeing programme that promotes the physical, social and mental wellbeing of employees.
- Ensure our suppliers and business partners meet our requirements, share lessons learned and work with us in the pursuit of our incident free environment.
- Report incidents and learn from them, whilst building on successful activity.

To enable these commitments, we will:

- Implement our HSW Management Systems, based on risk assessment and underpinned by being properly trained and equipped.
- Equip our people with the necessary skills through the provision of information, instruction and training to enable them to contribute fully to our aims.
- Empower our people to work in a safe and healthy way, including eliminating hazards and reducing risks.
- Nurture a positive culture of holding each other accountable.

Our health, well-being and safety of our colleagues is our number one priority.



05 May 2020

Signature
Mike Williamson, MD – STS/Operating Services UK&I (OS UK&I)



The companies included in this policy statement are:

- Severn Trent Services Operations UK Ltd
- Severn Trent Services UK Ltd
- Severn Trent Services Defence Ltd
- Severn Trent Response Ltd

2020/21 HSW Policy - Version 1