

HEALTH & SAFETY POLICY STATEMENT

The Waterman Group policy aims to prevent incidents and ill health by documenting, implementing, maintaining and continually improving our occupational health and safety management system. The system is to control health and safety risks and performance arising from all of our work activities.

In terms of Covid-19, a risk assessment has been completed (available on our website www.watermangroup.com) and additional measures put in place to mitigate the spread of the coronavirus whilst at work. This includes, but not limited to, a return to work policy, training and mental wellbeing support.

The Waterman Occupational Health and Safety Management System meets the requirements of **ISO 45001:2018** in respect of activities carried out by UK Waterman Group companies and at least their UK based personnel and UK based personnel seconded overseas.

The purpose of this policy is to set out the framework for setting objectives and the processes and procedures that, through correct delegation of duties, will as far as reasonably practicable:

- ◆ Provide and maintain safe and healthy working conditions for the prevention of work-related injury and / or ill health.
- ◆ Provide adequate welfare facilities.
- ◆ Eliminate hazards and reduce occupational health and safety risks using the hierarchy of controls.
- ◆ Provide the essential, relevant and appropriate level of health and safety information, instruction and training for all employees and other persons working under the control of Waterman Group.
- ◆ Fulfilment of legal and other requirements.
- ◆ Consultation and participation of employees and our health and safety representatives on matters affecting their health and safety in the work place.
- ◆ Ensure health and safety is not compromised by other business objectives.
- ◆ Provide an open-door policy to talk to a safety or HR representative.
- ◆ Continual improvement of the occupational health and safety management system.

The Group's senior management give their full support and commitment on all occupational health and safety issues and will provide sufficient funds and resources to enable correct implementation of this policy, whilst meeting all expectations of our stakeholders.

The successful implementation of this policy relies on all duties and responsibilities being fulfilled, including compliance with applicable legal requirements, and with other requirements that relate to Waterman Group's occupational health and safety hazards, with the aim of continual improvement through programming, monitoring and periodic reviews. Objectives will be set at the management review meetings.

This document is reviewed at least annually or when changes occur and a revision may be required.

Nick Taylor
Chief Executive
Waterman Group plc



DATE: - October 2021



This policy is displayed in all offices and is available to all personnel via the Waterman Group Intranet. All employees are required to read it in full and communicate any queries to a Director.

A copy of this policy can also be obtained on request from the Group EHSQ Director (to any interested parties) and is available on the Waterman Group website www.watermangroup.com.