

APPENDIX 1 – GROUP HEALTH AND SAFETY POLICY



Health and Safety Policy


At HomeServe plc, we are committed to ensuring the health and safety for all employees, contractors and the community in which we operate, according to the national legislative requirements of each country. We focus on providing a safe working environment; safe practices, processes and procedures for all our People to ensure we achieve continual health and safety performance and improvement.

Overall responsibility for health and safety rests with David Bower and the HomeServe plc Board. The management teams in our businesses will make sure that arrangements and adequate resources are provided to effectively implement our guiding principles, ensuring that a board member has overall oversight for Health and Safety at a local business level. Managers at all levels in our businesses are responsible for ensuring that those arrangements are understood and implemented by our People. Employees are also responsible for safety of themselves and our People. Everybody must play their part in the achievement of health and safety excellence.


Our Principles

1. We ensure compliance with relevant national and local legal requirements. As a minimum, this will include top level commitment in each business which includes the plc priorities to focus on safe working environments, develop motivated and supported employees and strive for continual health and safety performance.
2. Each business shall ensure that health and safety responsibilities for management are clearly defined and that a professional health and safety structure exists to provide advice and guidance to management on discharging their health and safety responsibilities.
3. Occupational health and safety matters shall be an essential and integral part of the management, change management and decision making process in all our businesses.
4. Each business shall consider and establish appropriate health and safety requirements when selecting business partners and contractors and ensure those requirements are communicated and complied with, as required by national legislation.
5. Each business shall commit to continual improvement and set SMART (Specific, Measurable, Achievable, Realistic and Time-Based) health and safety targets and objectives. These targets and objectives must be periodically reviewed by each business.
6. Each business shall ensure sufficient resources (time, effort, finance, manpower) are made available to fulfill the requirements of this health and safety policy and the local obligations which includes a commitment to proactively eliminate hazards and reduce risks.
7. Health and safety risks associated with our products and services will be properly identified, recorded, eliminated or mitigated through effective controls, as required by national legislation.
8. Each business shall ensure effective employee engagement through communication, effective and regular consultation, training, instruction and supervision.

9. Each business will accurately record and investigate all accidents and incidents ensuring it has the appropriate KPIs, controls and reporting in place, co-operate fully with employee representatives, regulators, authorities, insurers and other investigators
10. We shall audit our operations and business practices at regular intervals to assess our health and safety performance and compliance.

Accepted:  _____ (Group Chief Financial Officer)

Date: 14/12/21

Authorised:  _____ (Group Chief Executive)

Date: 14/12/21