



OUR COMMITMENT

Safety is a core value of Origin Enterprises. Excellence in health & safety is good for business and supports Origin's strategic objectives. Health, safety & wellbeing is championed at the highest level by our Board and we are committed to operating in line with our code of conduct and living our values. Beyond our leaders and managers, we also expect the commitment of all our colleagues to embrace these principles and ensure health and safety remains a shared responsibility. Together we will drive a culture of safety & wellbeing at work through every level, ensuring that the safety of our people is an imperative and a shared and uncompromised principle.

Our goal is to ensure that we do not put ourselves, colleagues, contractors, customers or the wider public at risk, and to ensure our work activities have a positive influence on everyone's physical and mental health. We are responsible for ensuring that anyone working on our behalf goes home safe and well every day. Nothing we do is so important that it cannot be done safely, every time.

We will:

- Comply with all applicable regulatory requirements and operate in accordance with the industry codes of practice relevant to our business.
- Demonstrate visible and proactive leadership and provide sufficient resources to deliver our health, safety & wellbeing goal.
- Embed health & safety considerations into business-decision making at all levels.
- Implement effective health & safety management systems and seek regular assurance that health & safety is being managed effectively across all our businesses.
- Look for innovative ways to strengthen safety behaviours and challenge ourselves to continually improve performance.
- Actively manage psychosocial risks including workload, stress, fatigue, and workplace behaviours.
- Foster a culture that promotes engagement at all levels, supporting and encouraging participation of all our employees in improving health, safety and wellbeing.
- Work with our contractors, suppliers and other stakeholders to ensure all health & safety risks are appropriately managed.
- Strive to have a positive health & safety influence on the industries and communities in which we work.

If you are in any doubt about our health, safety and wellbeing standards or your responsibilities, please ask. If you have a concern, we would like you to raise it so that we can address it and make our workplace safer for you and your colleagues.



Sean Coyle, CEO

July 2021

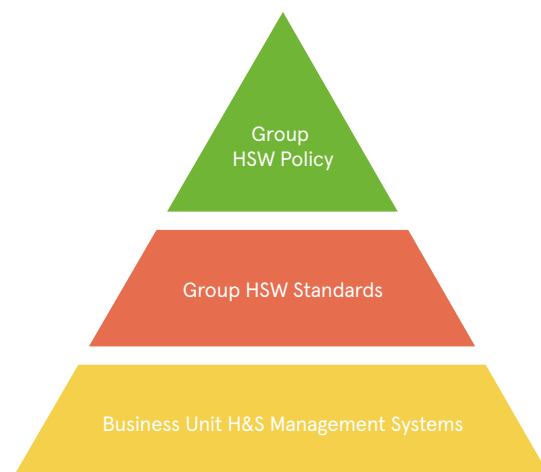
Reviewed July 2022
Reviewed July 2023
Reviewed July 2024
Reviewed July 2025
Reviewed July 2026

SCOPE

This policy applies to all businesses within the Origin Enterprises Group and underpins our autonomous business model by providing a framework in which Health & Safety Management Systems are developed and managed at the subsidiary levels by each Business Unit.

More detailed policies, procedures and standards are in place in each Business Unit across the Group and these operate in addition to this Policy; they add detail to the general principles and standards set out in this document.

This policy applies to everyone working for Origin or on its behalf in any capacity, including directors, officers, agency workers, seconded workers, volunteers, work experience placements, apprentices, agents, contractors, consultants, third-party representatives, suppliers or service providers, business partners, sponsors, or any other person associated with us, wherever located.



GOVERNANCE

The overall responsibility for the Group Health, Safety & Wellbeing Policy lies with the Origin Enterprises Board who delegate authority to the Audit and Risk Committee to review and evaluate risk, ensure relevant prioritisation of risk management objectives, and monitor associated performance across the Group.

Managing Directors are accountable for performance in their respective business. Performance metrics and commentary on significant health & safety matters will be included in monthly / quarterly reports at Business Unit and Group level. Reporting metrics will be aligned with the standards set out in this Policy to assess and track performance against agreed Group KPIs.

Directors, Board Members, and Senior Managers are accountable for the health, safety & wellbeing performance in the business area they lead. They must:

- Have a clear understanding of this Policy, their personal responsibilities, and work to ensure the Policy is implemented robustly.
- Lead by example – demonstrate positive safety behaviours, follow safety rules and take appropriate action if they believe something is unsafe.
- Regularly communicate the importance of effective health, safety & wellbeing management.
- Actively engage in local safety & wellbeing programmes and initiatives.
- Ensure health, safety & wellbeing is considered in objective setting and decision-making.
- Set and monitor measurable health, safety and wellbeing performance targets.
- Support a positive culture that enables continual improvement in our safety standards and supports employee wellbeing.
- Recognise and celebrate good health & safety performance.
- Encourage and facilitate the sharing of best practice and lessons learnt both within their business and across the wider Group.

¹ All reference to 'Origin', 'Group', 'we', 'us' and 'our' in this Policy can be read as referring to all businesses within the Origin Enterprises Group.

We are committed to regularly reviewing and developing our Group Health, Safety & Wellbeing Policy, and the strategy and organisational arrangements required to deliver it. Three levels of assurance are provided; business level health & safety audits, Group audits, and external audits by industry regulators and other independent organisations. Group health & safety audits assess performance against this Policy, including the Standards set out within it. Audit actions raised will be monitored to ensure effective completion. Our culture, and employee engagement, is measured using an annual employee survey and results are benchmarked; actions are identified to ensure continual improvement in our engagement scores.

OUR HEALTH, SAFETY & WELLBEING STANDARDS

Every health and safety management system implemented by businesses within Origin follows a similar structure that is guided by the relevant regional, national or international requirements. Our key objectives are set out within our Group Health, Safety & Wellbeing Standards and each business management system will be aligned to meet these.

QUESTIONS & CONCERNS – See Something. Say Something

If you are unsure about how to apply this Policy, your health & safety responsibilities, or have any concerns about our health, safety & wellbeing arrangements, please contact your local H&S team, HR team or line manager in the first instance, or you can report your concerns to the Group HR Director.

You will be supported if you raise a concern about a breach of this Policy; a culture of transparency and integrity is extremely important to Origin, and we will take all concerns seriously. If you wish to raise a concern via an independent, confidential service, our Confidential Reporting Systems are available 24 hours a day, 7 days a week. These are also the appropriate channels for anyone raising a concern who is not an employee or business partner. Please refer to the Origin Group Whistleblowing Policy for further detail if required.

Confidential Reporting Systems:
originenterprises.navexone.eu



Telephone numbers for each country are below, or report via the website originenterprises.ethicspoint.com

COUNTRY	CONTACT DETAILS
Ireland	Telephone: 1800 851 277
UK & NI	Telephone: 0800 949 6390
Romania	Telephone: 0800 890 351
Poland	Telephone: 0800 005 065
Brazil	Telephone: 0800 729 2292