



Every business within the Origin Enterprises Group follows the governance framework detailed in our Group Health, Safety & Wellbeing Policy. Our Group Health, Safety & Wellbeing (HSW) Standards set out our key HSW objectives; each business management system will be aligned to meet these.

Standard	Definition	Objectives
 Leadership & Commitment	Senior Managers demonstrate visible leadership and commitment to developing and maintaining high health, safety & wellbeing standards.	> Senior Managers drive a culture of safety in the workplace through every level of the business. Promoting a culture of co-operation, trust & mutual respect. > Senior Managers are clearly accountable for health, safety & wellbeing performance. > Managers actively demonstrate their commitment through their behaviours. > Resources are regularly reviewed to ensure they are adequate to achieve health, safety & wellbeing objectives. > There is an appropriate level of investment to meet the identified goals.
 Policy, Planning & Communication	The organisation, arrangements and responsibilities for the management of health, safety & wellbeing will be defined, documented and communicated.	> The health & safety management system is clearly documented. > The responsibilities for health, safety & wellbeing are assigned appropriately and understood by all employees. > Health, safety & wellbeing objectives are identified, documented and communicated. > Structured management meetings and communication processes are used to communicate plans, actions and performance. > Safety programmes and initiatives are identified that ensure continuous improvement
 Risk Management & Compliance	Hazards will be identified, risks assessed, and appropriate controls implemented to ensure our products, processes and services meet the required safety standards.	> Process is in place for identifying legislative and best practice requirements and how the business ensures these are met. > Mechanisms are in place to identify hazards arising from operations and ensure robust risk assessments are undertaken. > Risk control and mitigation measures are defined, documented and routinely monitored to ensure they are effective. > Employees actively participate in the risk assessment process. > The critical safety guidelines identified in Group Lifesaving Rules are implemented and monitored.
 Culture	The culture within the business supports the health and safety management system; health and safety is seen as an integral part of the business.	> All employees are aware of how they contribute to the effectiveness of the health & safety management system. > Employees and management are engaged in promoting safety & wellbeing at all levels. > Employees are empowered to raise issues, report hazards, and put forward suggestions that improve health, safety & wellbeing standards. > There are mechanisms and appropriate forums in place to ensure all employees have a say in how health & safety is managed. This includes escalation routes & grievance procedures.



Standard	Definition	Objectives
 People & Competence	Employees will be competent to carry out their roles safely through effective selection and development processes, and provision of training.	> The required health, Safety & wellbeing competencies and responsibilities are identified for all workers. These are communicated to all. > Capabilities are developed through provision of suitable training and development programmes. All workers receive regular health & safety training. > Competence standards are actively monitored via auditing programmes.
 Operations & Performance	All work activities will be completed in accordance with defined safe working practices. Performance measures and indicators will be identified.	> Operating procedures are developed and maintained to ensure safe and healthy work activities and work environments. > Health & safety performance indicators are in place and monitored. > Robust procedures are in place for the selection and management of contractors that ensures the work they undertake on behalf of the business is safe and to a high standard. > The safety record of our suppliers will be reviewed as part of the selection process.
 Facilities, Plant & Equipment	All facilities, plant, machinery & equipment will be designed, constructed and maintained to ensure it is safe and meets all applicable safety standards.	> Safe operating limits of machinery and equipment are defined and documented in operating procedures. > Facilities, plant, machinery & equipment are selected, installed, maintained and inspected to ensure they consistently meet the required safety and performance standards.
 Incident Management & Emergency Preparedness	All incidents will be reported and analysed to establish root cause and minimise risk of recurrence. Arrangements will be in place to ensure the business can effectively manage and recover from emergency situations.	> Process is in place to ensure that all incidents (including work-related ill-health, near miss events, and potential hazards such as unsafe acts and unsafe conditions) are reported and appropriately investigated. > Remedial actions are undertaken following an incident, and learnings communicated to support continuous improvement. > Emergency response plans are in place which are aligned with business continuity plans. > Emergency plans are regularly tested, reviewed and updated. Where necessary, external bodies and agencies are consulted during development of emergency response plans.
 Monitoring & Review	Health, safety & wellbeing performance will be reviewed and audited regularly to assess the effectiveness of the management system and identify any areas for improvement.	> A risk-based audit programme is in place to ensure that all processes and activities are assessed at appropriate intervals. > Improvement plans are developed based on the outcome of performance reviews and audits. > Action tracking systems are used to record actions and monitor progress through to completion.