

## Health & Safety Policy

### Purpose

Elior UK and its operating brands actively promote the health, safety and welfare of all our colleagues and those affected by our work activities, including contractors, customers and visitors.

### Scope

It is our intention to provide robust health and safety management systems that can be consistently implemented and maintained throughout the business. We recognise and support the vital contribution that our colleagues provide in making this a successful reality.

Safety & Wellbeing, Elior UK's internal safety team have appointed a specialist third party partner to provide a professional assessment of safety performance across the business. Closely aligned to the operational teams, processes for continual improvement are essential and managed on a risk based approach.

Elior UK's health and safety strategy is revised on an annual basis to ensure systems remain effective, encompass new law and guidance, with safety initiatives to build a positive safety culture. Contributions to wider strategic priorities within the company are also encompassed.

Elior UK provide information, instruction, training and supervision to our colleagues to support them in their role of delivering and maintaining our health and safety systems. As a responsible company our safety compliance is of paramount importance and we cooperate fully with all external authorities to demonstrate fulfilment of our legal duties.

Key attributes of our health and safety systems:

- Generic and site specific assessment and control of risks within our business
- Safe systems of work to encompass premises, equipment, practices and people
- Provision of information, instruction, training and supervision to our colleagues and those affected by our activities
- Assessment and control of activities delivered by our supply chain
- Central reporting of accident and safety incidents, with investigations to prevent a recurrence
- Site level assessment of health and safety standards on a monthly basis, with prompt communication to all relevant parties of areas to be addressed and resolved
- Opportunities for sites to discuss health and safety matters to encourage operators to assist in developing safer working practices
- Verification of safety performance by annual auditing as a minimum requirement for all sites, with continual improvement processes in place
- To reward and recognise high standards of health and safety performance at site level

### Governance

Elior UK's Health and Safety systems have been assessed by the Primary Authority Cheshire East, who have given assured advice on all relevant policies and procedures within the policy.

The Board of Directors at Elior UK review and record the Health and Safety performance of the company regularly. Health and Safety is also routinely considered in reviewing company strategy and business objectives. This policy is reviewed at least annually at Board level and will be revised in accordance with Elior UK's procedures and any changes in legislation.



**Catherine Roe**  
Chief Executive, Elior UK  
2 December 2019