



OVERVIEW

As a recognised leader in our industry, Origin Enterprises must meet the highest international standards for health, safety and wellbeing (HSW). We constantly strive to exceed these standards and achieve excellence in all that we do. Our goal is to ensure that we do not put ourselves, colleagues, contractors, partners, customers or the wider public at risk, and to ensure our work activities have a positive influence on everyone's physical and mental health.

Our Health, Safety & Wellbeing Standards, coupled with our Group-wide Values (The Origin Way), detail the specific objectives and responsibilities in our approach to addressing risks from a Group perspective. These standards ensure we can effectively monitor and manage the risks associated with our business whilst enhancing our health, safety and wellbeing culture.

Our health, safety & wellbeing roadmap over the next three years will continue to drive our vision to ensure anyone working on our behalf goes home safe and well every day. We will drive a culture through every level of the business to ensure that the safety of our people is an imperative and a shared and uncompromised principle.



OUR SHARED COMMITMENT

Our commitment to effectively reduce or mitigate our health, safety and wellbeing risks is shared by our Board, by our Leaders and Managers, and by all our colleagues. Together we will strive to ensure that we:

- > Eliminate the risk of fatal and life-changing injury
- > Reduce and minimise all hazards
- > Keep our people healthy, mentally and physically
- > Safeguard the public and our customers from harm that may result from our work activities

We monitor and report the safety performance of all our operations and include employees and contractors in our reporting. We will develop KPIs for the following:

- > Reportable Incident Rate
- > Lost Time Injury Rate
- > Near Miss Reporting
- > H&S Competence (provision of H&S training to all workers)
- > Outstanding audit actions



Our goals



Leading

All our leaders are committed to prioritising health, safety and wellbeing and to our Group goal. They will lead by example and be a visible role model, inspiring and motivating their teams by communicating a clear vision for HSW.



Simplifying & Unifying

We will embed a strategic approach at Group level to achieve HSW excellence. We will ensure that our health, safety & wellbeing systems and processes are simplified where possible to ensure they are effective whilst accessible.



Innovating & Learning

We will constantly challenge our processes to ensure we can eliminate or mitigate risks. We will invest in seeking innovative solutions, understanding that good health and safety is good business. We will share what works well and celebrate success.



Working Together

We will engage all our colleagues in achieving success together; building robust and resilient health, safety & wellbeing cultures where excellence in HSW is expected.



Continually Improving

We will continually identify where we can improve, how we can achieve this, and monitor our progress to success. We challenge each other to improve and grow.

Our objectives

- > All our Board Members will attend a Safety Leadership Workshop.
- > We will introduce a safety leadership programme for senior managers.
- > We will ensure that all senior managers demonstrate their accountability for health, safety and wellbeing performance.

- > We will redevelop our Group HSW Policy and launch our Group HSW Standards.
- > We will introduce a Group-wide H&S software platform.
- > We will ensure that all our Businesses have a recognised health & safety management system in place that is appropriate to the size and nature of each business.
- > We will develop forums for sharing what works well to prevent duplication of effort by each individual business.
- > We will implement Group-wide HSW campaigns for shared issues.

- > We will continue to invest in health and safety across the Group.
- > We will look for innovative ways to minimise risks for our colleagues, our customers, and our partners.
- > We will set up schemes to celebrate and reward success.
- > We ensure we have a robust HSW communication framework that encourages learning and sharing.

- > We will provide appropriate HSW training to all our colleagues that enables them to ensure their own safety and that of others is maintained at a high standard.
- > We will enable and encourage our colleagues to be involved in managing risks.
- > We will develop HSW networks and forums to enhance our internal knowledge and support systems.
- > We will embed robust people-centric policies that support employee mental health and wellbeing.

- > We will implement a Group-wide HSW auditing programme.
- > We will monitor progress against identified audit findings.
- > We will set KPIs and targets at Group and Business level. We will monitor and report against these.
- > We will actively promote the reporting of potential hazards and near miss events.
- > We will analyse all 'high potential' severity incidents to determine any organisational and human factors that can be addressed to prevent reoccurrence.