

## **Arran Isle Limited and its Subsidiary Companies (“Arran Isle”) Group Health and Safety Policy Statement**

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A core value of the Arran Isle Group is a commitment that all employees and other third parties who interact with any of its businesses will work in a healthy and safe environment.

This statement of the Group’s Health and Safety Policy should be read in conjunction with business units’ Health and Safety Policy, available at each business unit location. The Group will operate its businesses in accordance with our overall principle of safe working and all applicable Health and Safety legislation and regulations.

The Group’s Chief Executive has ultimate responsibility for ensuring the Group’s compliance with Health and Safety legislation and implementation of the Group’s Health and Safety Policy as formulated by the Group Board. However, the day-to-day execution of this responsibility is delegated to the Managing Director/General Manager of each of the Group’s business units. The Group’s Finance Director has responsibility for coordinating Health & Safety policy development, auditing, and reporting of Health & Safety.

The Group is committed to ensuring the health, safety and welfare at work, of all employees and all other persons who may be affected by the way in which it conducts its business. To this end the Group Board of Arran Isle has produced a Health and Safety Policy that will be applied as an integral part of the Group’s business. This policy endorses its commitment to:

- Providing a structured and focused organisational framework for the promotion and review of Health and Safety.
- Recognising the key elements of a successful Health and Safety management programme and seeking to improve performance by considering the Health and Safety implications of all the activities under the Group’s control.
- Engage with appropriately qualified consultants and other professionals in the field to ensure that the Group’s Health and Safety management programme is appropriate, and that it meets both the Group’s legal obligations and commitments within its Health and Safety Policy
- Undertake and continuously review a programme of Health and Safety risk reviews in all significant areas of our businesses and address any material areas of deficiency as appropriate.
- Adopting best practice where we believe this is appropriate and the review of our procedures on a regular basis to meet changes in legislation and workplace guidance.
- Ensuring all Managing Directors/General Managers and other Group employees carry out their Health and Safety duties by facilitating, where necessary, the provision of specialist technical advice, guidance and training.
- Ensuring that all persons in our employ are aware of the Health and Safety hazards facing them and have the necessary skills, information and training to enable them to safely carry out their duties.
- Establishing emergency procedures to cover such matters as fire risks, first aid, accident reporting and any other Health and Safety aspects of our operations.
- Providing suitable welfare facilities or making the necessary arrangements for the welfare of all our employees whilst at work.
- Ensuring health and safety matters are actioned by:
  - Setting Health and Safety objectives by location;
  - Developing suitable procedures and safe systems bespoke to each location;
  - Delegating specific responsibilities;
  - Monitoring the Health and Safety performance of individuals and the organisation as part of the continuous improvement programme;
  - Reviewing annually, or more frequently if required, our Health and Safety Policy;
  - Featuring Health and Safety as a standard agenda item at all Group Board and local business unit board meetings and recording all key actions and decisions.

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The co-operation and support of all staff in addressing the pro-active management of Health and Safety is essential to our efforts to achieve effective and consistent Health and Safety policies and practices. Management and employees will be expected to exercise personal responsibility and co-operate in seeking to prevent harm to themselves, others and the environment. All employees will consider every aspect of their working duties and seek to eliminate any unsafe acts or omissions.

The Board of Arran Isle welcomes positive contributions from all staff and reminds them all that they must follow safe working practices in accordance with their instruction and training and bring any significant Health and Safety issues to the attention of their business unit Managing Director/General Manager, through their line manager.

An employee who has any concerns relating to a potential breach of this Policy must immediately report this to their Managing Director (or equivalent), or to the Arran Isle Corporate Services Director using the Group’s Whistleblowing Procedures. The Group will make all proper efforts to protect the confidentiality of employees who do raise concerns.

The promotion of Health and Safety is an important part of the philosophy and culture of Arran Isle and the Group will endeavour to ensure that effective Health and Safety management is an integral part of its everyday business with effective corporate governance to ensure that the Health and Safety policy is being adhered to throughout the Group.

It is the responsibility of the legal entity or business unit’s Managing Director (or equivalent) to ensure that this policy is regularly communicated to all employees and to all new employees when they join the business.

This policy will be reviewed annually by the Group Board of Directors and implemented and maintained by senior managers and relevant employees who interact at any level with customers, suppliers and other external parties;



**Martin Wardhaugh**  
**Group Chief Executive**  
**February 2019**