

UPP Group Holdings Ltd

Safety, Health and Environment Policy Statement



Our approach to safety, health and the environment is paramount as it supports our people, our residents, our partners and our business. At UPP, protecting the environment and our people's safety, health and wellbeing is everyone's responsibility. We have an accredited Safety, Health and Environment Management System (SHEMS) in place and are committed to continual improvement.

We are committed to:

- the prevention of injury and ill health associated with our activities, doing everything safely and responsibly or not at all
- protecting the environment, using energy and materials efficiently, minimising carbon emissions and enhancing biodiversity.
- as a minimum complying with our legal requirements and other obligations
- eliminating hazards and reducing occupational health, safety, and environmental risks
- monitoring our safety, health, and environment performance, setting objectives, monitoring performance indicators and incidents ensuring effective action is taken to manage risks to people and the environment
- the continual improvement of our safety, health, and environmental management system
- ensuring effective communication, consultation, and participation of employees, and where they exist, employee representatives and residents as appropriate

In support of this commitment, we will:

- effectively manage the risks to our residents, employees, contractors, third parties and the environment, empowering our employees and contractors working for us to stop the job if unsafe- 'if it's not safe we don't do it'
- develop and follow safe systems of work so that people are equipped to manage safety, health and environmental risks and obligations, ensuring operations and maintenance activities are safe and the impact on the environment is minimised
- ensure safety, health and environmental risks are assessed including prior to the introduction of any new, or changes to existing, plant, equipment, or processes
- monitor and continually reduce our utility consumption, where possible, and ensure that we are preventing pollution and protecting the environment.
- provide and maintain asset, plant, and process information
- ensuring all employees and contractors understand their responsibilities in delivering safe, healthy, and environmentally responsible outcomes for our people, residents, and visitors
- ensuring contractors, working on our behalf are competent to do so and have systems to comply with all relevant legislation, standards, procedures, and other obligations
- ensure that training and awareness focuses on physical and mental health and emotional wellbeing
- provide health and wellbeing support throughout the year to help employees manage their own personal wellbeing.
- provide direction, training, supervision and, where appropriate, specialist support to employees, and contractors to enable them to discharge their duty to work responsibly and with due consideration for safety, health, and environment
- provide appropriate health surveillance for employees exposed to occupational health risks
- develop, practice, and maintain emergency plans
- review all incidents and communicate lessons learned
- conduct audits to highlight areas of good practice and concern
- provide this policy statement upon request to interested parties

Signed: 
Elaine Hewitt
Chief Executive Officer
UPP Group Holdings Ltd

Date: 13 September 2024