

Health, Safety and Wellbeing Policy Statement

We are committed to achieving our core value of ‘Safety first’, putting health, safety and wellbeing at the heart of everything we do. We will continuously pursue a better way to improve our performance and to build a culture that sees everyone going home safe and well.

By redefining the boundaries of our ambition, we will provide physically and psychologically healthy and safe places to work, through engaging with our stakeholders to continuously improve our standards, leadership and behaviours to be recognised as industry leading.

We aim to achieve this vision by implementing a strategy based upon:

- health, safety and wellbeing being a core value of the business
- our three key pillars; Our people. Our operations. Innovation.
- our leaders at all levels, taking action by observing, engaging and improving what we do
- engaging our stakeholders in achieving our ‘Safety first’ value, to ensure everyone goes home safe and well
- developing behaviours that are aligned with our four steps to going home safe and well principles
- creating a culture of continuous improvement to drive a healthy and safe working environment for all
- empowering our colleagues and all stakeholders to act in a safe manner and to care for their health and wellbeing
- our success criteria being reduced accidents/incidents and to contribute to mental health industry change

To achieve this we will provide:

- an organisational structure and resources to support the implementation of this policy
- a health, safety and wellbeing management system that drives continual improvement and complies with legal requirements
- physically and psychologically healthy and safe places to work to prevent incidents, injury, ill health or loss
- adequate information, instruction and training for our colleagues and supply chain
- access to competent health, safety and wellbeing advice and support
- arrangements for consultation with and engagement of our colleagues and stakeholders
- milestones and targets to monitor performance
- recognition for achievements in health, safety and wellbeing

We expect our colleagues to:

- lead by example, implement this policy and other associated arrangements
- create a culture where health, safety and wellbeing is at the heart of everything we do
- apply our principles of observe, engage, improve and four steps to going home safe and well, to drive health, safety and wellbeing performance
- identify, eliminate, reduce or control risks in so far as is reasonably practicable
- influence other stakeholders to align with our vision and policy
- be responsible for the health, safety and wellbeing of themselves and others
- share knowledge, information, learning and achievements

For and on behalf of the Mace Executive Board



Mark Reynolds

Group Chairman and Chief Executive
January 2024