
Occupational Health, Safety and Wellbeing Policy

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Policy Statement

As part of our value of “we care”, occupational health and safety is at the heart of everything we do. In line with our ‘Healthier People, Healthier Planet’ and ‘Zero Harm’ strategies, we are committed to protecting the occupational health, safety and wellbeing of our employees, contractors and visitors.

Who does it apply to?

Our Occupational Health, Safety and Wellbeing Policy applies to all employees, contractors and visitors to Britvic premises globally, including Supply Chain Operations, offices and field-based employees. Any employees working on non-Britvic premises should utilise Britvic standards or any site specific requirements.

The PLC Director of Quality, Safety and Environment (QSE) owns this Policy on behalf of the Chief Executive Officer and is accountable for setting the Zero Harm strategy for occupational health, safety and wellbeing across our organisation.

Top management for each business unit are responsible for delivery of the policy requirements within their operations.

The PLC Quality, Safety and Environment team has responsibility for setting out the Integrity Management System standards, which include specific centralised occupational health, safety and wellbeing requirements, procedures and specifications. This team also report on occupational health, safety and wellbeing management compliance and performance to the Executive Team.

Policy Detail - What do I need to know or do?

Our Occupational Health, Safety And Wellbeing Commitments

- At Britvic, Zero Harm is our vision. We believe that work-related injuries and occupational ill-health are preventable. Everyone has the right to work safely.
- To achieve our vision, we maintain a strong set of principles and standards, which drive our daily decisions and actions. We communicate these to



everyone impacted by our activities and assure competence through training and assessment.

- We will comply with relevant legislation in each operating territory relating to occupational health and safety. This also includes any Codes of Practice, and our Britvic rules, standards, and procedures.
- The Integrity Management System's effectiveness will be continually verified through certification to recognised international standards, such as ISO45001.
- We will foster safe behaviours that support us in our goal to attain a Zero Harm culture.
- We will set performance targets to enable the achievement of Zero Harm and implement management programmes to effectively deliver them.
- We will regularly review and continually improve our Occupational Health, Safety and Wellbeing Policy, standards and performance in line with legislation, stakeholder requirements and identified risks and opportunities.
- We will ensure our suppliers, contractors and visitors comply with our occupational health, safety and wellbeing commitments.
- Everyone is empowered to stop any process or work that they feel is unsafe.
- We will consult with employees and their representatives in decisions relating to occupational health, safety and wellbeing, ensuring that we meet all statutory requirements.

What happens if I don't follow this policy?

It is our personal responsibility to do the right thing for ourselves, for each other, and for Britvic. This behaviour is the beating heart of our "We Own It" value. Not doing the right thing or asking for support, could impact your myPerformance end of year rating, and any potential breach may lead to disciplinary action being taken.

If you don't follow or fully comply with the Policy, you could endanger the Health and Safety of yourself and others.

Authorised by

Simon Litherland, Chief Executive Officer

Leonie Watson

Director of Quality, Safety and Environment



Site Manager : _____

