



# Health, Safety and Wellbeing Policy

## 1. Policy Statement

Health and Safety is at the heart of everything we do, and at Britvic we are committed to protecting, as far as reasonably practicable, the occupational Health, Safety and Wellbeing of our employees, contractors and visitors. This Policy sets out the Company's requirement for all aspects of our business to be conducted in compliance with applicable Health and Safety laws, regulations, company policies, standards and best practices.

## 2. Policy Owner and Governance

The Director of Quality, Safety and Environment owns this Policy and is accountable for establishing a strategy for Health, Safety and Wellbeing across our business, however, all employees, contractors and visitors are expected to be proactive and cooperative in upholding our Health and Safety standards.

Our Executive Committee, headed by our Chief Executive Officer, plays a vital role in creating a positive Health, Safety and Wellbeing culture. The Executive Committee and CEO share collective and individual responsibility for health and safety, are responsible for the implementation of the Policy and accountable for its outcome.

The Executive PLC Health Safety and Wellbeing Committee, with cross functional representation from all business units, central business functions and safety specialists, is responsible for the maintenance and upkeep of the Policy. In addition, the committee monitors the effectiveness of our Health, Safety and Wellbeing performance and provides specialist advice and direction to the Executive Committee.

## 3. Who does it apply to?

Our Health, Safety and Wellbeing Policy applies to all employees, contractors and visitors to Britvic premises globally including manufacturing sites and offices. This also includes field-based employees and any employees working on non-Britvic premises.

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## 4. Policy Detail - What do I need to know or do?

At Britvic everyone has the right to work safely, whatever your role, and it is our vision to ensure we make our business a Zero Harm environment. To achieve that, it is essential that we maintain a strong set of principles which will guide our daily decisions and actions.

### OUR HEALTH, SAFETY AND WELLBEING VALUES

- We believe that work related injuries and ill health are preventable.
- Health and Safety is everyone's responsibility.
- Everyone who works for Britvic has the right to work in safe and healthy conditions.
- No activity within Britvic is so important that it cannot be done safely.
- Everyone is empowered to stop any process or work that they feel is unsafe.

### OUR HEALTH, SAFETY AND WELLBEING COMMITMENTS

- We will comply with relevant legislation relating to Occupational Health and Safety, codes of practice and our Britvic Rules, Standards and Procedures as a minimum.
- We will provide a framework for removing hazards, reducing risk, measuring performance and ensuring continuous improvement by setting, auditing and reviewing Occupational Health, Safety and Wellbeing objectives and targets.
- We will train and motivate our employees to conduct activities in a safe, healthy and responsible manner.
- We will consult with employees and/or their representatives and involve them in decisions relating to health, safety and wellbeing.
- Occupational Health, Safety and Wellbeing information will be included in our Annual Report.

### Responsibilities

Making sure everyone understands their role is at the heart of our Policy. While managers must lead by example and set the highest standards, accidents can occur anywhere, which means we are all responsible for building a safer workplace.

- The Director of Quality, Safety and Environment is responsible for developing, communicating and driving an effective, coordinated health and safety strategy across the business. This is ratified through the PLC Health, Safety and Wellbeing Committee and the Executive Committee.
- Senior Management, including Heads of Department and Site Managers are responsible for setting targets and reviewing performance.
- Functional, Departmental and Line Managers have responsibility for ensuring practical implementation of our Health, Safety and Wellbeing Policy.

While the most senior person at all Britvic locations, or within each function, is ultimately responsible for Health, Safety, and Wellbeing, every Britvic employee, contractor or visitor is expected to work in a manner which at all times ensures their own safety and that of others.

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## Your personal role includes:

- Understanding this Policy and following the Health and Safety rules, standards or procedures for your location or type of work, whether at a Britvic location or off site.
- Taking responsibility for your own safety and that of those around you. Stepping in when you see something unsafe, whether actual or potential, and accepting challenge from others in a positive way.
- Reporting all safety incidents including accidents, near misses, non-compliance with regulations or anything else posing a risk to health, safety and wellbeing.
- Understanding the hazards associated with your own jobs and those associated with your colleagues' jobs.
- Managing risk responsibly by always completing any Health and Safety training required for your role and never attempting tasks for which you are not trained or competent.
- Being aware of emergency procedures that apply to your place of work and always following these when required.
- Wearing appropriate protective equipment correctly whenever required, to protect your immediate safety and your long-term health.
- Ensuring that any contractors or visitors managed or supervised by you are aware they must comply with Britvic's Health, Safety and Wellbeing Policy.

## Our Standards

### Safety Critical Rules

Britvic has developed a set of life-saving Safety Critical Rules that we must all apply in our day to day work to ensure everyone goes home safe and healthy every day. By following these rules, we aim to prevent severe and fatal accidents from ever happening. These rules are applicable globally on manufacturing sites, customers premises and when out and about on the road. All employees and contractors are required to comply with them.

### Britvic Occupational Health, Safety and Wellbeing Standards

Occupational Health, Safety and Wellbeing standards are in place and apply to all our locations globally, to establish safe working practices, environments and behaviours, everywhere, every day. These standards are available locally and cover such things as; Risk Assessments; Operating Procedures; Emergency Plans and Driver Safety.

## 5. Policy breach and consequences - What happens if I don't follow it?

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

Any failure of this Policy will be reviewed by the relevant Health and Safety forum and depending on the nature of the breach, may get escalated to the Executive Health, Safety and Wellbeing committee. Deliberate or negligent contravention of this policy and our Safety Critical Rules, will be investigated as a disciplinary matter and will be considered as non-compliance as part of your GPS review.

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If you are a contractor, we will review your assignment with us which may lead to permanent or temporary exclusion of individuals or whole companies from working with Britvic.

## 6. Related Documents

Safety Critical Rules

## 7. Terms and Definitions

Safety Critical Rules – mandatory 'life saving' rules which relate to the specific risks within Britvic. These must be followed at all times.

Near Miss – an unsafe event, which if circumstances had been slightly different, could have resulted in an accident.

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