

Health and Safety

The Company Health, Safety and Environmental Policy is simple in intent but is backed up by an array of processes and policies throughout the company.

Responsibility for Health and Safety is held right at the top of the organisation with the Chief Executive.

Each location has a qualified Health and Safety co-ordinator to promote site activities and advise line management on Health and Safety issues. Additionally all sites engage with their staff through regular Health and Safety meetings and site Health and Safety representatives. Many staff engage directly in managing Health and Safety through being Trained Risk assessors, Health and Safety Trainers or First Aiders. All sites comply with their legislative requirements for the Management of Health Safety and Welfare at their site including risk assessments, management systems, training, PPE etc.

Each site is expected to conform to the company's Health and Safety Standards and is audited at least annually against a set of Safety criteria. Statistics that monitor near miss and accidents and show detail down to site level, are kept centrally and reviewed monthly. These statistics are analysed for trends to enable early action to be taken if any problems may arise. Top level measures are reported to the board monthly and a detailed review is carried out with our Executive Committee every six months. This approach has been instrumental in achieving a reduction in accident frequency rate of **45.5%** and a reduction in accident severity rate of **72.5%** in the last four years to soft drinks sector leading figures of frequency rate **7.62** total incidents or accidents per 100,000 hours worked and a severity rate of **0.063** average number of days lost per 1000 hours worked.

The Central Quality, Safety and Environment function is headed by a senior manager, the Head of Quality, Safety and Environment. He and his Central team are closely involved with all factories, logistics depots and other sites ensuring that good relationships are created and that good practice is spread around the business. Each year, all sites are assessed across a number of Health and Safety measures and there is an annual awards ceremony. A factory's Health and Safety performance also affects the Factory Manager's performance assessment at annual review time

As well as the Health and Safety audits carried out internally, the Britvic factory sites Health and Safety systems are in accordance with OHSAS 18001 and the systems and their operation is certified through external audits carried out by Det Norske Veritas (Certificate number 07633-2004-AE-LND-UKAS).

Occupational Health is managed through the same system but supported by an external specialist provider who provide on site OH Nurses where required and specialist medical support as necessary.

Current initiatives include:-

- Reviewing and improving our approach to managing workplace stress, to build on the stress management training already carried out with line managers.
- Improving our management of public road traffic risks through our car and lorry fleet, following on from defensive driving training carried out.
- Piloting the use of behavioural safety audits within our Leeds factory.