

Occupational Health & Safety Policy Statement

Arco is the UK's leading safety products and services company with a core purpose of keeping people safe at work. We are committed to the continued development of our safety culture to ensure the safety, health and wellbeing of all Arco colleagues.

We aim to engage our colleagues in understanding their role in their own and others health, safety and wellbeing, through our implementation of our strategy and range of health, safety and wellbeing signature projects on specific risk areas.

Arco are committed to the following principles:

- Our leadership and senior managers will develop, lead and promote occupational health and safety. They will lead by example and ensure safety is never compromised. They will provide safe, healthy working conditions to ensure the prevention of work-related injury and ill health, including psychosocial risks
- Our leaders will show their commitment by ensuring there is a framework of objectives and monitor performance for their departments.

Our people managers are responsible for the implementation, communication and compliance of health and safety within their areas of control. In order to fulfil their responsibilities, Arco will ensure there are adequate resources which includes the Safety, Health and Environment (SHE) Department. Specifically, people managers are responsible for:

- Ensuring all colleagues, apprentices, contractors and other workers receive the appropriate information, instruction, training and supervision to enable them to work safely
- Ensuring that all relevant occupational health and safety hazards, risks and opportunities are identified, the hierarchy of control applied and the results detailed in a suitable and sufficient risk assessment
- Providing and maintaining suitable and sufficient safe systems of work, safe plant and equipment.

Every colleague is encouraged to raise concerns, speak up or act if they identify an issue or concern to their Manager. This is supported by our Colleagues Safety Pledge of See It, Sort It, Report It and our Worksafe Policy that states, all colleagues will take reasonable care of themselves and others who may be affected by their acts or omissions. We ask colleagues for their co-operation on safety, health and wellbeing issues and ask that do not interfere with, or misuse anything provided for their health and safety.

All incidents will be reported, recorded and investigated promptly to determine the root cause, implement remedial actions and prevent recurrence which will be discussed at the Safety, Health and Environmental Committee Meetings. This forum encourages consultation and participation of colleagues and others on aspects of occupational health and safety.

Arco are committed to ensuring fulfilment of compliance to all legislation Health and Safety at Work etc. Act 1974 and other requirements. Continual improvement and promotion of an effective health, safety and wellbeing culture are key areas of the strategic direction of the business.

To meet this commitment compliance with this policy will be monitored internally. To ensure this policy is effective, we will review it annually or in light of any significant changes to our business. This policy will be communicated to all colleagues and made available to any interested parties on request.



Guy Bruce
CEO
Next Review March 2024

