

# Health and Safety Policy

United Living Group (the “Group”) accords the greatest importance to the health, safety and wellbeing of its employees and the communities within which it operates. Our commitment is to provide safe and healthy working conditions for the prevention of work-related injury and ill health. To achieve a high standard of health and safety the Group commits to a pro-active approach, supporting our obligation to maintaining a positive safety culture and generating continuous improvement by committing to:

- Providing a framework for setting occupational health and safety objectives
- Eliminating hazards and use a hierarchical approach to remove or reduce risks
- Compliance with legislation, national and international standards (e.g. ISO 45001:2018), regulations, codes of practice, industry standards and guidance
- Continual improvement of the occupational health and safety management system
- Consultation with, and participation of, our workforce
- Providing strong leadership to promote and encourage positive safe behavior
- Communicating and engaging with our business partners, supplier and subcontractor to ensure everyone understands how to keep themselves and others safe and healthy
- Maintaining standards, controls and arrangements to facilitate and promote this policy
- Financial and physical resources to support achievement of OH&S objectives.

As Group Chief Executive Officer (CEO), I hold ultimate responsibility for health and safety within the Group and have appointed company health and safety teams to facilitate and monitor the operation of this policy. All employees are encouraged to communicate opportunities they have identified for health, safety and welfare improvements to their line manager, the health and safety team or to other managers or directors.

Each Group business is responsible for:

- Ensuring that effective arrangements to deliver these requirements are established and implemented
- Providing an effective process of assurance and setting occupational health and safety objectives
- Ensuring commitment and compliance with all Group and legal requirements.

It is the responsibility of every individual in the business to:

- Behave in a positive safe manner
- Look out for themselves and their colleagues
- Stop and seek guidance if he or she believes what that are doing is unsafe
- Report any unsafe acts or conditions they see
- Comply with all occupational health and safety requirements
- Understand their impact health and safety in the workplace
- Take personal responsibility to help create a culture where no one is harmed.

Group companies hold ISO 45001:2018 certification, registered with UKAS-accredited certification bodies.



**NEIL ARMSTRONG**  
CHIEF EXECUTIVE OFFICER  
United Living Group