

Health, Safety & Wellbeing Policy

Scope: This policy applies to all AG Barr business divisions

POLICY STATEMENT

At AG Barr, our objective is to prevent all work-related accidents and ill-health.

We are committed to creating a healthy, safe and positive work environment by providing employees with safe working conditions where risks to their health, safety and wellbeing are suitably controlled. In addition, we will provide the support, training and the resources they need to maintain their physical and mental health and wellbeing. We promote a culture where working safely is our top priority and where everybody takes responsibility for their own and their colleagues' health, safety and wellbeing at work.

GOVERNANCE

Ultimate responsibility for the policy rests with the Chief Executive and is the number one priority of senior management.

Responsibility for the regular review and update of the policy rests with the QSE team and supporting Committees. The Board also reviews health and safety performance regularly.

The policy is underpinned by a management system that meets the requirements of ISO 45001:2018 and is appropriate to the organisation, its risks and opportunities.

SCOPE OF POLICY

The policy applies to all employees, agency workers, contractors and visitors to site. The policy covers all aspects of work-related health, safety and wellbeing including mental health. It should be read in conjunction with the Company's other relevant policies such as the Wellbeing Company standard.

OUR COMMITMENTS

Our commitments to health, safety and wellbeing are as follows :

- Provide safe and healthy working conditions for all employees, agency workers, contractors and visitors, to prevent work-related injury and ill-health.
- Identify and comply with all legal and other requirements that are applicable to our business. This is a minimum standard and, where practicable, we aim to implement best practices.
- Eliminate hazards wherever practicable to do so. Assess all remaining hazards, and implement and maintain suitable control measures to reduce occupational health and safety risks so far as is reasonably practicable. Risk management measures will include:
 - Assessment of DSE equipment use at home and at work
 - Minimise risks associated with driving for work through our driver risk management programme.
 - Carry out a Company work related stress risk assessment with appropriate control measures and regular review.

- Ensure that consideration is given to health and safety matters at the planning and design stage of the purchase of any new building, machinery, equipment or in the event of revising working procedures.
- Set AG Barr level objectives and targets and cascade these through to all levels and functions within the business. Performance against objectives and targets will be measures and actions implemented to continually improve the effectiveness of the management systems.
- Consult and encourage the participation of employees, contractors, agency workers and other interested parties or their representatives in occupational health and safety matters affecting them.
- Provide information, instruction, training and supervision to enable employees and agency personnel to perform their work safely as well as ensuring anyone working for, or on behalf of, AG Barr are competent. We will also have processes in place to help identify training and development requirements.
- Encouraging a positive workplace culture where both employees and managers have awareness and understanding of wellbeing issues and are equipped to identify and manage risks to employee wellbeing. We will focus on prevention and early intervention to help prevent work related mental health issues.
- Provision of an occupational health surveillance programme and a wide range of support measures to help ensure any work related health issues are identified early on and individuals are helped to stay in work, or return to work, where appropriate.

RESPONSIBILITIES

At AG Barr we want everyone to take responsibility for their own health, safety and wellbeing, and for that of others. This includes the following :

- **Stop** before engaging in an activity, **think** about the hazards involved, **act** to minimise the risk and **review** the task to ensure it remains safe.
- Employees, agency workers and contractors are empowered to challenge any unsafe condition or behaviour. Work must be stopped if it cannot be done safely. Any issues require to be reported to their line manager or supervisor.
- Taking an active role to look after their own health, safety and wellbeing and following any training and requirements such as ensuring work related ill-health or accidents and hazards or near misses are reported.

FREQUENCY OF POLICY REVIEW

This policy will be reviewed by the QSE Committee on an annual basis as a minimum.



Euan Sutherland, Chief Executive

Last Reviewed : March 2025	Last Updated : March 2025
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