

**Policy title :**

Health, Safety and Wellbeing Policy

## **POLICY STATEMENT**

At Barr Soft Drinks, 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 and standards including Harassment & Bullying and 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.
- 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 Barr Soft Drinks level objectives and targets at the QSE Committee, and cascade these through to all levels and functions within the business.
- Measure performance against these objectives and targets, benchmark performance against other businesses, and implement actions 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, Barr Soft Drinks are competent. We will also have processes in place to help identify training and development requirements.

<b>Policy title :</b>	Health, Safety and Wellbeing Policy
-----------------------	-------------------------------------

- 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. In addition, ensuring that support, such as occupational health referral, is provided to employees following any physical injury to help ensure they feel better and are fit for work.
- Carry out a Company work related stress risk assessment and review this regularly with appropriate control measures implemented to help reduce the risk of work related stress and promote good mental health.

## RESPONSIBILITIES

At Barr Soft Drinks 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.

**Last Reviewed** : March 2023

**Last Updated** : March 2022