



Our aim is to create a sustainable business in which continuous improvement and excellence is intuitive in everything we do, developing a motivated and engaged workforce that embraces the ideals of a learning organisation.

We aim to have first class performance in Safety, Health, Environment and Quality. Through our strategic objectives in leadership, people and process, we aim to be a high performing, low loss organisation. This includes causing no harm to the health and safety of our people, improving their wellbeing, preventing pollution and minimising rework and waste of all forms, where we protect and enhance the environment.

Our senior management teams are responsible for putting in place the organisation and processes to deliver this.

We are committed to achieving this by;

- Fully embracing our STOPThink! behaviours and principles at all times. Encouraging everyone to speak up when something is unsafe or things could be done better. It is everyone's responsibility to challenge unsafe acts and influence changes in behaviour.
- Meeting applicable legal requirements as a minimum.
- Recognise the SHEQ risk(s) in every task we do, taking the time to evaluate, reduce and manage these risks safely and responsibly
- Providing clear, visible and tangible leadership throughout the company and setting personal examples of our commitment to SHEQ.
- Be relentless in enhancing our learning organisation culture, recognising where we can do better, capturing data and information that we can use to measure and improve performance, with the participation and consultation of our people where possible.
- Having an organisation and processes in place to ensure that we have people competent in SHEQ systems throughout the organisation.
- Working with our supply chain partners and peer groups to share learning and improve our SHEQ performance.
- Engaging with our other stakeholders through an open minded dialogue about the impacts of our activities to continuously improve our SHEQ performance.

This statement is implemented through the SHEQ Framework, Management System and Objectives & Key Results (OKRs) contained within our SHE Strategy.

We will be assured we are doing the right thing by using leading and lagging indicators to monitor our progress against established objectives and targets.

Through this commitment to excellence in leadership, engagement and learning we confirm to all our employees and stakeholders that we will respect and care for them at all times.

Andy Steele, Chief Executive, Osborne 1st April 2020

Policy Number: SHEQ-CP-001