Health, Safety and Wellbeing Policy

Purpose and scope

This policy statement sets out our commitment to achieving the highest health, safety and wellbeing standards and performance across the whole of Mitie. This applies to all employees, in all our operating countries, whether working at a Mitie site or a client site.

Policy objectives

We are committed to delivering great service to our clients in a manner which safeguards the health, safety and wellbeing of our employees, contractors, client staff and members of the public. This will be achieved by creating an environment where our colleagues feel able to bring their whole selves to work therefore improving health, safety, and wellbeing.

Everything we do in relation to health, safety and wellbeing is in line with the fundamental beliefs inherent in our vision and values. Our health, safety and wellbeing goals are centered on continually improving our performance, delivering the exceptional every day.

How will we achieve these goals? By following the processes set out in our integrated management system (IMS) which capture Mitie's processes, legal and other regulatory requirements.

Our Executive Board members are responsible for ensuring that this policy is reviewed annually and implemented correctly. Our Divisional Managing Directors and other senior management are responsible for ensuring that we have the organization and resources in place to help us reach our goals of reducing our health, safety, and wellbeing risks so far as reasonably practicable.

Requirements

Identify applicable laws and regulations: We identify all applicable laws and regulations, and other requirements (contractual or otherwise) and ensure that appropriate controls are in place to achieve compliance.

Identify and manage health, safety, wellbeing, and psychosocial risk: Our health, safety, wellbeing, and psychosocial risk management processes identify what we need to do to reduce the impact of our activities on our people, and those who may be affected by our activities through effective communication.

Promote continual improvement: Setting objectives and targets will drive continual improvement in our performance, thereby helping us reduce the risk of work-related injury, ill health including psychosocial associated risk.

Instill appropriate behaviors within our people and ensure they have the requisite skills: We do this by engaging with our people. We give them the skills, knowledge, experience, and training to ensure they have the competencies to prevent work related injury and ill health, to LiveSafe and to consider the safety, health and wellbeing of colleagues and others who may be affected by their work.

Develop an effective culture: We foster a culture of open communication, where all our people feel valued and able to raise concerns on any health, safety, and wellbeing matters. Our managers and supervisors will treat the concerns of our people seriously and respond accordingly.

Engage with our key stakeholders: By partnering with suppliers, clients, and contractors, we can develop and deliver a high standard of service regarding health, safety and wellbeing performance.

Measure and report performance: Through a balanced approach to leading and lagging metrics, including leadership engagement and post-incident review processes, we learn the lessons necessary to prevent future recurrence.



Phil Bentley
Chief Executive Officer
Mitie Group plc

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