

# Health & Safety Policy

As a leading organisation, all companies within the JRL Group are committed to achieving excellence in Occupational Health and Safety (OH&S) to prevent injury and ill health at work. The JRL Group is also committed to ensuring continuous improvement in OH&S management and OH&S performance.

The health, safety, and welfare of JRL Group employees and all those who work for and with us are central to our values. These values also include the health and safety of anyone who may be affected by our work activities.

In support of these values, our health and safety approach in leadership, management and engagement is based on the following principles and practices:

- The continuous improvement of our health and safety management system so that it meets with all policy, procedural, legal and regulatory obligations and ensures that high standards of health and safety are met for our employees, contractors, and stakeholders.
- Applying best practice, innovation, communication, and technology to prevent injury and ill health, and proactively managing risk assessment within the working environment.
- Communicating with and providing health and safety training throughout all levels of the organisation, ensuring that all employees and contractors understand their roles and responsibilities in maintaining a safe and healthy working environment for themselves and their colleagues.
- Setting health and safety objectives as part of the business planning process, and measuring these continuously through inspections, meetings and during review at director level.
- Monitoring, analysing, and improving overall health and safety performance through regular monitoring, inspections, briefings, meetings and engagement activities and consultation with our workforce.
- Ensuring that any significant health and safety incident which may result in harm to any person is reported, recorded, and investigated so as to take effective action locally, business-wide and in future reviews.
- Annually reviewing the effectiveness of our organisation and arrangements for health and safety, and all aspects of our health and safety activities to ensure that we achieve the highest standards of health, safety and welfare throughout the JRL Group.



**Kevin Keegan**

JRL Group Director

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