

Health and Safety Policy Statement

Veolia Management System - Sites and Services



Veolia UK & Ireland acknowledges its potential to influence change in its management of Risk and Assurance. As part of this process we are committed to providing and maintaining a safe and healthy working environment for our employees and ensuring the safety of others affected by our operations and services.

Our strategy is to have a workplace where people can grow and be safe within an active risk culture. We aspire to this through effective leadership, engagement, training and empowerment to develop behaviours of 'doing the job in the right and safe way'. This means in addition to compliance with statutory and other requirements, we seek to proactively work with colleagues, customers, our supply chain and industry to prevent ill health, injury, damage and loss arising from our operations and activities.

We pursue our commitment to health and safety by:

- actively working with industry including ESA and HSE to raise industry standards
- setting high health & safety standards using the Veolia Minimum Requirements (VMR) for each different operational activity within Veolia, with role specific training and instructions through our VMR toolkits;
- undertaking risk assessments of all appropriate activities, specifying and implementing control measures in order to reduce or eliminate risks;
- empowering everyone to play their part in a healthier and safer workplace by promoting a proactive health and safety culture through engagement and participation;
- supporting our colleagues with their mental and physical wellbeing;
- providing adequate funding and resources that contribute towards a safe and healthy working environment, including supervision, information, instruction and training, providing safe plant and equipment, and the appointment and development of competent professionals;
- improving and assessing our health and safety performance by investing in training, awareness, systems, tools and audit programmes; monitoring our performance using leading and lagging indicators and progress against objectives and reporting externally through our Sustainability Report.

Our objectives for 2024:

- Embedding an Active Risk culture
 - continuing our visible leadership programme, including directors and managers actively engaging with our operational teams;
 - eliminating serious incidents from all our sites by embedding VMR toolkits across our operations
 - continuing our risk based audit programme, supporting our managers to actively identify and reduce all risks.
- Protecting People
 - implementing a simplified approach to high risk activities through permit to work;
 - extending driver training and assessment to our car and van drivers
 - Continuing to focus on preventing verbal and physical abuse through our SiteKind and StreetKind campaigns launched in 2022.
- Developing People
 - developing our teams through our Operational Excellence programme in partnership with CIWM;
 - supporting our leaders and managers through delivery of Safety In Leadership training Making Time to Engage
 - aligning our competency framework with the VMR toolkits equipping our employees with the skills to excel.

We ensure these requirements are defined within the Veolia management system certified to ISO 45001:2018.

I empower our directors and managers to be actively visible and engaging with our people, and for all our employees to co-operate and work as a team to achieve a proactive health and safety culture.

A handwritten signature in black ink, appearing to read "Gavin Graveson".

Gavin Graveson
Senior Executive Vice-President - Northern Europe Zone
March 2024