



Health and Safety Policy

Purpose of this policy

To share and communicate our commitment to provide a place of work free from harm, by preventing injury and ill health. This policy applies to Pennon Water Services (PWS), Aquacare and subsidiary companies and aligns with the Pennon Group Policy.

Our commitment

The PWS Board is responsible for establishing a health, safety and security policy which reflects the purpose, commitment and actions of the Pennon Group and JV Partners and for monitoring and reviewing the health and safety performance of PWS and its contracts. The Chief Executive Officer of PWS is responsible for implementing this policy.

We are committed to creating an environment in which no one is harmed, and we all go home safe every day; we do it safely and responsibly, or not at all. If it is not safe to do the job don't do it. We will achieve this by protecting and supporting our employees and anyone working with us or affected by our activities.

Achieving our commitment

We are committed to continuously improving and creating a strong and sustainable culture of health and safety across all our activities by:

- Deploying the best leadership and management structure required to deliver this policy
- Complying with all legislation, regulations, and codes of practice relevant to our business
- Identifying and providing adequate training to ensure workers are competent to do their work
- Engaging and consulting with workers at all appropriate levels, on health and safety issues
- Identifying and controlling the occupational health and safety risks arising from our activities. Eliminating hazards, where reasonably practicable
- Implementing robust processes for the investigation of incidents and the capture of lessons learned to prevent re-occurrence monitored through the SHEQ Department
- Setting challenging performance targets and objectives that include both lagging and leading indicators
- Implementing and continually improving robust health and safety management systems, adopting best practices, and ensuring they are communicated and maintained
- Ensuring our supply chain partners meet the standards we set
- Monitoring and assuring our performance to verify that we are fully compliant with our standards, requirements and expectations
- Ensuring all our workers understand their responsibilities for their own Health and Safety as well as their colleagues and anyone else affected by our activities.

Key Responsibilities

CEO – Pennon Water Services

- The Chief Executive Officer of PWS holds overall responsibility for the health, safety and welfare of the company's employees and those affected by its work activities. They may choose to delegate day to day tasks.

Senior Management

- Senior Management are responsible for the Implementation of the Health & Safety Management System and ensuring that risk control systems are available, in place and briefed to employees under their control.

Safety Representatives (including Group)

- Representatives are responsible for notifying the company of any potential hazards and dangerous occurrences, together with any general matters affecting the health and safety of employees they represent.

All Employees

- All employees are responsible for behaving reasonably at work and for stopping unsafe acts by reporting accidents, incidents, dangerous occurrences, hazards or near misses on the Pennon Incident Management System (PIMS). They must co-operate with their line managers on health & safety matters and be responsible for their own actions in relation to health & safety.

Sally Mills – CEO of Pennon Water Services

24 April 2024