

## Health, Safety and Wellbeing Policy Statement

Welsh Water believes that everyone who works on our behalf, or is affected by what we do, has a fundamental right to return home safely at the end of each day. We have a core company value of 'Safety Takes Every Person' and want to ensure that everyone remains healthy and safe in the work environment.

The health, safety and wellbeing of our employees, our customers, our partners and contractors, our neighbours, and members of the public must always be our first priority. We are striving for continuous improvement of our safety culture and want everyone to be safe, healthy and happy every day. We have a long-term health, safety, and wellbeing improvement strategy to help us deliver our aspirations - our 'Journey to Zero'.

Throughout our business we want - and indeed expect - to see a positive and proactive health and safety culture. Safety Takes Every Person and all employees should understand that safety is an essential part of the way we manage our business and carry out our responsibilities. We will provide safe and healthy working conditions and a safe environment for employees to discuss their mental and physical health and challenge unsafe practices.

Alongside this we all must always seek to eliminate hazards and minimise the health and safety risks to ourselves and to anyone else who might be affected by what we do, day in day out.

This Policy is implemented through detailed procedures and specific safe systems of work which together are designed to ensure that risks to health, safety and wellbeing are understood and properly controlled.

### We will achieve this by:

- Maintaining a health and safety management system that conforms to the requirements of ISO 45001 and is documented, implemented and maintained, whilst constantly committing to continuous improvement in our arrangements.
- Allocating health and safety roles appropriate to our organisational and management structures and promoting good leadership behaviour by clearly communicating expectations and responsibilities.
- Ensuring that our employees and those working with us are competent to meet the requirements of our health and safety management system and are able to minimise health and safety risks. We will provide training and involve employees in developing our management systems. This includes both occupational and process safety risks.
- Setting and reviewing, at least annually, health and safety objectives as part of our improvement strategy and continually monitoring and improving our health and safety performance.
- Identifying, and where reasonably practicable, adopting 'best practice' in managing health, safety and wellbeing. With a minimum standard of compliance with all relevant legal and other requirements designed to prevent injury and ill health.
- Consulting with our employees on matters relating to their health, safety and wellbeing while at work, and actively encouraging their participation to achieve our health, safety and wellbeing objectives.
- Formally consulting with our Trade Unions and engaging them in matters to improve health, safety and wellbeing of the workforce.
- Ensuring that all who work on our behalf are familiar with this Policy, our expectations and the arrangements in place to prevent injury and ill-health.

The Board is actively involved in leading on health, safety and wellbeing and I have been appointed as the lead Executive Director for health and safety. However, our own health, safety and wellbeing, that of our employees and anyone impacted by what we do is everyone's responsibility, and it is everyone's duty to ensure this is understood, accepted and given the attention and seriousness it deserves.

This Policy will be reviewed annually and/or when significant or material changes are identified.



**Peter Perry**  
Chief Executive  
Welsh Water  
April 2023