

Occupational Health & Safety Policy

STATEMENT OF INTENT

Nu Group Services Limited considers that nothing is so important that it cannot be done safely. The health and safety of our employees and everyone else affected by our activities is fundamental to the success of our business and we believe there is no conflict between our long-term financial success and our obligation to keep employees and members of the public safe. Our policy is to create an environment in which all those affected by our work remain safe and healthy. We will achieve this by identifying the hazards and risks involved in our activities, by eliminating those risks wherever possible and by establishing robust arrangements for the management of any remaining risks. We strive to continually improve our health and safety performance and we strive to eliminate all incidents from our business. We believe that all injuries and work related ill health could be prevented. We will set realistic health and safety objectives and we will comply with health and safety legislation as a minimum. Nu Group Services limited commit to operating in accordance with the Health and Safety at Work Act 1974, the Management of Health and Safety Regulations 1999, so far as is reasonably practicable.

RESPONSIBILITIES

Responsibilities for implementing this policy statement ultimately lies with the Managing Director of Nu Group Services Limited. The company will seek external advice as necessary to keep its working practices and equipment up to date in accordance with current legislation. This includes the responsibility to ensure the provision of adequate resources for its implementation. It is the responsibility of every employee and person working on behalf of the company to comply with this policy statement and its associated arrangements.

ARRANGEMENTS

The controls for occupational health & safety management are contained within Nu Group Services Limited's Management System and comply with the minimum requirements of OHSAS 18001. The Management System will be continually improved in line with the needs of the business. This policy statement will be brought to the attention of employees, supply chain partners and persons working on behalf of Nu Group Services Limited. Occupation health and safety controls set our objectives and targets that demonstrate our commitment to:

- Actively involve employees, partners and supply chain in developing and sustaining a positive health and safety culture, which demonstrates exemplary and inspirational leadership and commitment.
- Develop the necessary competencies, through provision of information, training, instruction and supervision, to enable our workforce to comply with all health and safety requirements and to perform their duties safely.

- Promote an environment where everyone makes safety a personal objective, thus creating a culture whereby everyone understands their impact on health and safety by looking out of their own and their colleagues' safety and by stopping work and seeking guidance if they are involved in activities they believe to be unsafe.
- Create a culture of accident prevention whilst driving a vehicle on business to ensure that the risks associated with travelling are assessed and properly managed
- Establish effective organisational communication, cooperation and control arrangements
- Seek employee participation and views through the use of appropriate consultative mechanisms.

PERFORMANCE MANAGEMENT, MONITORING AND REVIEW

Compliance with this policy statement and associated environmental arrangements will be assessed as part of Nu Group Services Limited active monitoring regime, including Annual Management Review. We regularly monitor our occupational health and safety performance, working closely with our customers and supply chain to achieve continual improvement. This policy statement and its associated arrangements will be reviewed at least annually.

AUTHORISATION & DATE



10/10/2016

Managing Director