



## Health and Safety Policy

Policy owner/ issued by	Approved by	Date issued/ reviewed	Effective from	Next review	Next independent review
Chief Supply Chain Officer	Group Executive Team	August 2022	August 2022	June 2023	June 2023

**Coats is committed to providing safe and healthy workplaces through prevention of work-related injury and ill health.**

**We place great importance on compliance with our Health and Safety Policy, legal regulations and industry standards. We focus on continually improving the leading indicators to evaluate the success of our occupational health and safety measures.**

**We expect our managers to promote physical and mental wellbeing to make Coats a safe place to work.**

To fulfil this commitment, we will:

- provide a safe and healthy working environment.
- comply with this Health and Safety Policy and management system in addition to country-specific legal and regulatory requirements.
- embed health and safety best practice in all activities, managing risks through the hierarchy of controls.
- continuously improve health and safety management as measured by the leading indicators.
- set and review annual objectives designed to reduce the frequency and the severity of work-related injuries, occupational ill health and commuting injuries.
- provide appropriate information, training and resources to all employees and other interested parties to enable them to meet their health and safety responsibilities.
- demonstrate safety leadership and encourage all employees to be actively engaged in hazard identification and risk reduction initiatives.
- emphasise the importance of health and safety by including it as a Key Performance Indicator in all our operations.
- treat violations of this Health and Safety policy and management system extremely seriously and take appropriate disciplinary action in response.
- only work with suppliers who demonstrate equally high standards of health and safety practices.

It is the primary responsibility of every manager – from the supervisors to the Group Executive Team – to ensure that health and safety is at the centre of everything we do.

All employees are required to follow the safety protocols and SOPs to take care of their own safety and the safety of others, to co-operate and follow safety training and instructions and report hazards and unsafe conditions.

**The effectiveness of this Health and Safety policy and management system will be reviewed regularly.**

Group Executive Team