



Health & Safety Policy Statement

Ibstock PLC is a UK based market leading manufacturer and partner of choice for innovative clay and concrete building products, at the heart of building for over 200 years.



We are committed to continuously improving our health and safety culture based on the adoption of a zero harm philosophy. We believe that a positive health and safety culture is integral to ensuring that we create a healthy and safe working environment for all employees, contractors and others affected by our work activities.

This policy provides a framework for improving the health and safety culture and associated performance of the business for the benefit of all involved by providing the appropriate management resources, training, published guidance and thorough safety management systems. We are committed to achieving this by:

Leadership and Accountability

- As CEO I recognise that I am accountable for health and safety across this business and as such I will ensure that effective health and safety arrangements are in place with responsibility for their implementation being with the Divisional Management
- Expecting our leadership teams to demonstrate their commitment to health and safety through positive actions and behaviours to promote good health and safety culture and practice
- Set health and safety objectives and targets with supporting action plans and monitor progress against them
- Ensuring that personal accountability at all levels is clearly articulated and maintained.

Health and Welfare

- Ensuring a broad range of health and welfare arrangements are established to support the diverse nature of our employee and business requirements
- Promoting a positive wellbeing culture including a focus on mental health
- Providing employees with information to raise awareness and provide support, where appropriate directing employees to external services for further assistance.

Systems and Procedures

- Providing a central framework and structure for managing and continually improving our health and safety systems and procedures
- Developing and using documented safe systems of work based on risk assessments
- Collating, reporting and managing incidents in a common and effective manner to reduce the likelihood of them reoccurring.

Workplace Environment and Equipment

- Providing a safe, healthy and secure working environment with appropriate welfare facilities for all employees and contractors
- Ensuring plant and equipment is specified, maintained, supplied and used with due consideration to improving health and safety.

Risk Management

- Ensuring risk management is integrated into core business processes
- Completing effective risk assessments of our business activities and tasks and ensuring appropriate controls are put in place to eliminate the risk, or where this is not possible, mitigate or further control the risks to an acceptable level.

Communication

- Openly communicating with our employees and other key stakeholders regarding any health and safety matters.

Competence and Training

- Ensuring that any employee or contractor is suitably trained and is competent to complete the task they are being instructed to do.

Compliance

- Putting in place systems and procedures that support our commitment to comply with all relevant legal and other regulatory requirements
- Working with industry and sector bodies to further promote compliance and best practice
- Meeting all our own corporate requirements.

Review

- Audit and review our health and safety performance to ensure continuous improvement and setting of objectives and targets within our health and safety road map
- Reviewing this policy at least annually and reporting the findings back to the Executive Leadership Team.

Joe Hudson
Chief Executive Officer
May 2022

