

Health and Safety Policy Statement

Grainger aims to excel across all aspects of health and safety, with the welfare of employees, customers, contractors and all other people visiting our sites our primary focus.

We provide offices, homes and construction sites that minimise the risk of injury or ill health, with the overarching aim to achieve zero harm to people or the environment. We continually seek to improve our health and safety management to meet our vision, values and the expectations of our stakeholders. Grainger believes that a successful organisation must be, by definition a safe organisation.

The Board of Grainger is responsible for establishing the overall Health and Safety Policy for the Group and championing compliance with all relevant health and safety legislation. The Board sets the direction for effective health and safety management, monitoring and reviewing performance, and adherence with the regulatory framework.

The Executive Directors are responsible for the implementation of this policy and for ensuring Grainger has a positive health and safety culture. The business provides the financial and physical resources that are necessary to ensure the highest standards of health and safety can be achieved.

General Policy Statement of Intent

- Grainger will progressively pursue improvements in health and safety performance with legal requirements defining the minimum level of achievement.
- Grainger will promote personal responsibility to all employees to avoid and prevent risks; the successful implementation of this Policy requires commitment from all employees.
- Grainger will empower employees to develop a zero-harm culture by providing them with information, instruction, training and supervision to enable them to work safely and efficiently and to ensure they are competent and confident in the activities they conduct.
- Grainger will monitor, maintain and amend as necessary all relevant policies, procedures and systems relating to the health, safety and wellbeing of employees.
- Grainger will conduct and regularly review risk assessments to identify proportionate and pragmatic solutions to reducing risk.
- Grainger will provide and maintain safe systems of work, safe equipment and suitable wellbeing facilities for employees.
- Grainger will provide a means of communication and consultation on health and safety matters for all employees. Active consultation with the workforce encourages an open attitude to health and safety, inspiring employees to proactively identify and report issues.

We continually seek to improve our health and safety management to meet our vision, values and the expectations of our stakeholders.

This policy reflects Grainger's commitment to ensure health and safety at work is paramount across all business operations and that effective health and safety management actively contributes to our ongoing success.

This Policy is monitored continuously in light of legislative or organisational change, with a formal annual review to align with the requirements of the Health and Safety Management System.

Signed for and on behalf of the Board.

