

Safety, Health and Environment Management Requirements

The group's Safety Health and Environment management requirements and expectations (hereafter referred to as 'the requirements') which are set out in this section incorporate current international standards and guidance for effective safety, health and environmental management and have been written to apply to businesses of all types and sizes by focussing on underlying principles rather than detailed prescription. These principles are such as to make them applicable across a wide range of geographical, legislative and cultural contexts.

Each business unit is required to implement an effective SHE management system which complies with these requirements. The management system must be technically adequate to achieve the desired outcomes. This means that businesses should take into account the size of the business, the nature of its activities, the hazards posed by its operations and the conditions in which it operates when developing, implementing and maintaining the management system.

The requirements incorporate specific requirements and expectations relating to leadership and accountability, customers and products and environmental management. A specification of requirements has been developed which sets out and explains the new requirements in more detail.

The group's SHE management requirements and expectations are as follows:

Leadership & Accountability

1. Directors and managers at all levels provide leadership and are engaged and committed to SHE management. This is achieved by demonstrating positive SHE behaviours and actively participating in SHE activities, in particular the measurement, review and continual improvement of SHE performance.
2. SHE management systems are documented, implemented and supported. The systems describe the organisation and arrangements in place to ensure compliance with legislative requirements, the group's SHE policies, values, management requirements and customer SHE requirements.
3. A competent person has been appointed to co-ordinate and advise on SHE matters.

Assessing & Managing Risk

4. Safety, health and environmental risks are identified, evaluated and controlled.
5. Work instructions, based on the findings of risk assessment, are communicated and understood by all employees.
6. The hazards associated with our products and services are assessed, managed and communicated to customers and others to enable them to use our products and services in a safe and environmentally sound manner.

People, Training & Tools

7. Recruitment and selection processes ensure that prospective employees are competent and physically and mentally fit to carry out their assigned tasks.
8. Employees have the required knowledge, skills, training and tools to competently perform their work in a safe and environmentally sound manner.
9. Employees are consulted on matters that could affect their safety and health and are able to contribute their views to the management of safety, health and environment.

Performance Measurement

10. Employee SHE behaviours are evaluated and continually improved through observation, coaching and support provided by line managers.
11. SHE performance is regularly monitored to evaluate progress towards the achievement of SHE objectives and targets; compliance with legislative requirements and the effectiveness of the business unit management system(s).
12. Accidents, incidents and cases of work-related ill-health are reported, investigated and analysed to prevent recurrence and improve performance.

Review & Improvement

13. Senior management teams undertake planned formal reviews of SHE performance to evaluate the effectiveness of the business unit SHE management system to ensure that it is continually delivering consistent, desired performance.
14. We act on what we learn from our monitoring and review processes to continually improve our SHE performance.
15. Each business unit has an annual SHE performance improvement plan in place which identifies measurable objectives and targets for the continual improvement of SHE performance.

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