

# LAST MILE INFRASTRUCTURE GROUP LIMITED POLICY DOCUMENT: HEALTH AND SAFETY POLICY

## DOCUMENT STATUS

This is a controlled document. Whilst this document may be printed, the electronic version posted on the intranet is the controlled copy. Any printed copies of this document are not controlled.

As a controlled document, this document should not be saved onto local or network drives but should always be accessed from the intranet.

## 1. GENERAL

1.1. Last Mile Infrastructure Group Limited (the “Company”) designs and builds electricity, gas and water utility infrastructure at residential and commercial property sites. The Company is fully licensed to own and operate the gas, electricity and water networks it installs.

## 2. POLICY STATEMENT

2.1 The Board recognises and accepts responsibility to provide a safe and healthy working environment to prevent injury and ill health for all staff, contractors and visitors who attend Company premises and transient work sites, and others who may be affected by the conduct of its operations. In order to achieve this stated aim, the Company is committed to:

2.1.1 delivering safely, on time, to budget and demonstrating a high standard of skill and care in everything it does, whilst ensuring always that due and appropriate consideration is given to the needs and concerns of the Company’s various stakeholders;

2.1.2 maintaining and continually improving a documented and independently accredited Safety Management System complying with the requirements of HS(G) 65 “Successful Health and Safety Management”, BS EN ISO45001:2018, all applicable statutory and regulatory requirements, industry best practice and recognised guidelines, and any other customer specific requirements;

2.1.3 setting an example of leadership in health and safety management by promoting a positive safety culture, providing a safe place of work, safe systems of work and safe plant and equipment, effectively controlling the health and safety risks to staff, contractors and the general public, so far as it is reasonably practicable to do so;

2.1.4 setting and reviewing at Board level, in conjunction with the Company’s professional health and safety advisers, health and safety objectives and targets, accident investigations and audit programmes to facilitate continual improvement;

2.1.5 consulting with staff, and worker representatives, on issues relating to occupational health and safety and providing appropriate information, instruction and training to ensure all staff and contractors are aware of their health and safety obligations;

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- 2.1.6 undertaking an ongoing programme of occupational health surveillance;
- 2.1.7 ensuring risk assessments are undertaken on an on-going basis, with staff participating in the risk assessment process to assist with the identification of hazards and the setting of prioritised objectives for the elimination and / or reduction of risk;
- 2.1.8 promoting and protecting staff mental health through regular mental health awareness communications, the provision of an employee assistance programme and mental health support;
- 2.1.9 ensuring that enough resource is allocated as required for the implementation of this Policy; and
- 2.1.10 communicating this Policy to staff, contractors, customers, the general public and any other interested parties.

**3. SCOPE**

3.1. The Company and all related subsidiary undertakings are within the scope of this document. We expect the same high standards from all our contractors, suppliers and other business partners.

**4. DEFINITIONS**

4.1. Unless a contrary intention is evident, or the context requires otherwise, words or expressions contained in this document shall have the same meaning as set out in the Articles of Association of the Company and the following defined terms shall have the specific meanings given to them below:

Board	means the Chairperson, Executive Directors and Non-executive Directors of the Company.
Chairperson	means a Member of the Board who is appointed pursuant to article 11 of the Company’s Articles of Association.
Chief Executive Officer	means a Member of the Board who is appointed pursuant to article 20.1 of the Company’s Articles of Association and so designated.
Committee	means a committee appointed by the Board, which reports to the Board.
Company	means Last Mile Infrastructure Group Limited.
Company Secretary	means the person who is appointed pursuant to article 72 of the Company’s Articles of Association.
Executive Director	means a Member of the Board who is appointed pursuant to article 20.1 of the Company’s Articles of Association.

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Non-executive Director means a Member of the Board who is appointed pursuant to article 20.2 of the Company’s Articles of Association.

Policy means this policy document.

**5. ROLES AND RESPONSIBILITIES**

5.1. The Board has overall responsibility for maintaining the corporate governance framework of the Company, including this document.

5.2. The Company Secretary has responsibility for:

5.2.1. Publicising the existence of the corporate governance framework and all associated controlled documents;

5.2.2. Ensuring all corporate governance framework documents, policy documents and Committee terms of reference are published on the intranet;

5.2.3. Maintaining a register of all corporate governance framework documents, policy documents and Committee terms of reference;

5.2.4. Ensuring all corporate governance framework documents, policy documents and Committee terms of reference are reviewed no later than their agreed review date.

**6. DISTRIBUTION AND IMPLEMENTATION**

**6.1. Distribution Plan**

6.1.1. This document will be made available on the Company intranet and internet site.

6.1.2. A global communication will be issued to all Employees notifying them of the release of this document.

**6.2. Training Plan**

6.2.1. A training needs analysis will be undertaken with Employees affected by this document.

6.2.2. Based on the findings of that analysis appropriate training will be provided as necessary.

**7. MONITORING**

**7.1. Compliance**

7.1.1. Compliance with this document will be monitored by the Risk and Compliance Committee.

7.1.2. This Policy will be reviewed annually.

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**8. ASSOCIATED DOCUMENTATION**

8.1. Not applicable.

**9. REFERENCES**

9.1. None.

**APPENDIX 1                      VERSION CONTROL TRACKER**

Version	Date	Author Job Title	Status	Comments
V00.01	28/11/2018	Chief Executive Officer	Draft	First draft for comment
V00.02	06/12/2018	Chief Executive Officer	Draft	Second draft for comment
V00.03	28/01/2019	Chief Executive Officer	Draft	Comments from SM/JR
V01.01	05/02/2019	Chief Executive Officer	Final	Final version agreed
V01.02	02/10/2019	Chief Operating Officer	Draft	Rebrand draft for comment
V02.02	11/10/2019	Chief Executive Officer	Final	Rebrand final version agreed
V03.01	09/09/2020	Risk and Compliance Advisor	Draft	Revised draft for comment
V03.01	07/10/2020	Chief Operating Officer	Final	Final version agreed
V04.01	12/01/2021	Risk and Compliance Advisor	Draft	Revised draft for migration to ISO 45001

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