Policy Document
Health and Safety

lastmile

Health and Safety Policy

1. OUR PURPOSE

At Last Mile, we design, build, own and operate essential utilities infrastructure so people across Great Britain have access to the heat, power, water and wastewater services they need, every day.

Our purpose is to deliver utilities infrastructure that communities can rely on, now and in the future.

2. POLICY STATEMENT

Installing our networks safely and responsibly is fundamental for Last Mile. The Board recognises and accepts responsibility to provide a safe and healthy working environment to prevent injury and ill health for all Employees, contractors and visitors who attend Last Mile premises and transient work sites, and others who may be affected by the conduct of its operations.

In order to achieve this stated aim, Last Mile is committed to:

- 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 Last Mile's various stakeholders;
- maintaining and continually improving a documented and independently accredited Safety Management System complying with the requirements of HS(G) 65 "Managing Health and Safey", BS EN ISO45001:2018, all applicable statutory and regulatory requirements, industry best practice and recognised guidelines, and any other customer specific requirements;
- setting an example of leadership in health and safety management by promoting a "Safety First" culture, providing a safe place of work, safe systems of work and safe plant and equipment, effectively controlling the health and safety risks to Employees, contractors and the general public, so far as it is reasonably practicable to do so;
- setting and reviewing at Board level, in conjunction with Last Mile's professional health and safety team, health and safety objectives and targets, accident investigations and audit programmes to facilitate continual improvement;
- consulting with Employees on issues relating to occupational health and safety, and providing appropriate information, instruction and training to ensure all Employees and contractors are aware of their health and safety obligations;
- undertaking an ongoing programme of occupational health surveillance;
- ensuring risk assessments are undertaken on an on-gong basis, with Employees participating in the risk assessment process to proactively assist with the identification of hazards and the setting of prioritised objectives for the elimination and / or reduction of risk;
- promoting and protecting Employee mental health and wellbeing through regular mental health awareness communications, the provision of an employee assistance programme and mental health support;

- ensuring that enough resource is allocated as required for the implementation of this Policy; and
- communicating this Policy to Employees, contractors, customers, the general public and any other interested parties.

3. SCOPE

Last Mile is within the scope of this document. We also expect the same high standards from all our contractors, suppliers and other business partners.

4. DEFINITIONS

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 Last Mile 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 Last Mile.
Chairperson	means a Member of the Board who is appointed pursuant to Article 11 of the Last Mile's Articles of Association.
Committee	means a committee appointed by the Board, which reports to the Board.
Company Secretary	means the person who is appointed pursuant to Article 72 of Last Mile's Articles of Association.
Employee	means a person paid via the payroll of Last Mile, or for whom Last Mile has responsibility for making payroll arrangements, but excluding Non-executive Directors.
Executive Director	means a Member of the Board who is appointed pursuant to Article 20.1 of Last Mile's Articles of Association.
Last Mile	means Last Mile Infrastructure Group Limited and its direct and indirect affiliates.
Non-executive Director	means a Member of the Board who is appointed pursuant to Article 20.2 of Last Mile's Articles of Association.
Policy	means this policy document.

5. ROLES AND RESPONSIBILITIES

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

The Company Secretary has responsibility for:

- publicising the existence of the corporate governance framework and all associated controlled documents;
- ensuring all corporate governance framework documents, policy documents and Committee terms of reference are published on the intranet;
- maintaining a register of all corporate governance framework documents, policy documents and Committee terms of reference; and
- 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

Distribution Plan

- This document will be made available on the Last Mile intranet and internet site.
- A global communication will be issued to all Employees notifying them of the release of this document.

Training Plan

- A training needs analysis will be undertaken with Employees affected by this document.
- Based on the findings of that analysis appropriate training will be provided as necessary.

7. MONITORING

Compliance

- Compliance with this document will be monitored by the Health & Safety Committee.
- This Policy will be reviewed annually.

8. ASSOCIATED DOCUMENTATION

Not applicable.

9. REFERENCES

None.

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
V05.01	27/08/2021	Risk and Compliance Advisor	Draft	Revised draft for comment
V05.01	05/10/2021	Chief Operating Officer	Final	Final version agreed
V06.01	15/11/2022	Head of Risk and Assurance	Draft	Revised draft for comment
V06.01	30/11/2022	Chief Operating Officer	Final	Final version agreed
V07.01	09/10/2023	Head of Risk and Assurance	Draft	Moved to new template
V07.01	31/10/2023	Chief Operating Officer	Final	Final version agreed
V08.01	25/10/2024	Governance, Risk & Compliance Manager	Draft	Revised draft for comment
V08.01	22/01/2025	Director, Legal & Governance	Draft	Revised draft for comment
V08.01	22/01/2025	Chief Executive Officer	Draft	Revised draft for comment
V08.02	24/01/2025	Chief Operating Officer	Final	Final version agreed
V08.02	29/01/2025	Chief Operating Officer	Final	Approved by Board