Finlays is committed to ensuring its facilities, operations, work environments and services are safe and healthy for its workforce and anyone else who may be affected by its undertakings, and to achieving its aspiration of **Zero Harm**.

We see this as not only a legal and moral responsibility, but as key to ensuring business efficiency, and fundamental to building and maintaining the culture of excellence that reflects the Finlays brand.

We will achieve this through:

**Visible Safety Leadership** that leads by example, ensures suitable H&S resources are available, sets clear expectations, consistently applies the ‘Just Culture’ model, and recognises and reinforces positive behaviours, with leaders that hold each other accountable.

**Being a learning organisation** that is committed to and demonstrates continual improvement, uses root cause analysis to identify long term solutions to adverse incidents, and shares relevant learning information across the group.

**Engaging and empowering** our workers and their representatives to proactively participate in helping create and sustain a safe and healthy working environment for all, and to take responsibility by challenging unsafe acts and conditions.

**Building capability and competence** by developing our people, partnering with our contractors, managing change effectively, and involving our people in developing innovative and safe ways of working.

**Creating a community culture** where everyone lives the ‘Always Safe’ approach, behaving safely, everywhere, every day, in everything they do, at work and at home, and where everyone looks out for each other.

**Managing Risk** based on our business strategy, priority, proportionality and auditability, ensuring safety always comes first, and the control hierarchy pictured below is always applied.

**Developing and embedding standards** that comply with legal requirements as a minimum, manage critical risks, and promote and progress health, safety and wellbeing within the Finlays framework.

Our group health, safety and wellbeing strategy and road map detail our long-term approach to achieving zero harm, with individual business objectives identified in annual management reviews, whilst every Finlays worker is expected to actively participate in continually developing our ‘Always Safe’ culture so we can achieve our aspiration of Zero Harm.

**Guy Chambers,**
**Group Managing Director**

Dated: November 2019
Review Date: August 2022