

## **CORPORATE HEALTH & SAFETY POLICY**

William Hill is committed to ensuring that the health, safety and welfare of all persons in our employment and all other persons who use our facilities or, who are affected by the way in which we conduct our business, are kept safe at all times. We aim to operate to a high standard in all areas of health and safety (H and S) and, we monitor this performance through a Health and Safety Steering Group which, meets at least four times per annum and, which has a full remit across all areas of our business. H and S performance, management and progress is also a key component of the regular reporting undertaken to, and scrutinised by, the Board's Corporate Responsibility Committee.

The H and S Steering Group is chaired by the Group Director of Security and Community Affairs and comprises not only a number of senior colleagues with specialist training but also, an independent H and S adviser.

Our Corporate Health and Safety Policy (a full copy which can be found here using this link) is also supplemented by detailed H and S manuals which separately cover our Retail Estate, Administrative Buildings and Field Services Depots in the UK. The key components of the Corporate Policy comprise:-

- Organisation
- Roles and responsibilities
- Policies
- Audit
- Monitoring and Review

In relation to the UK, we have held a Primary Authority partnership status with Westminster Council since 2013. Westminster provide oversight and assured advice in relation to all of our policies, setting incremental improvement targets and objectives each year. A Primary Authority relationship means that we can have a consistent national approach to H and S across all local authority areas which, provides significant business benefit.

A comprehensive range of policies have been devised and have been assured by our Primary Authority; see appendix.

Where appropriate, our overseas locations also mirror processes adopted in the UK (to a minimum standard set by the Steering Group) but, adapted in order to comply with local conditions and welfare regulations. Further details can be provided upon request.

We consider our customers, visitors, contractors, neighbours and the general public in the way in which we conduct our daily business, recognising that the key elements of successful H and S management revolve around constantly striving to improve our performance by considering the implications in all activities under

our control. We operate a H and S management system in accordance with the principles laid out in HSG65 which, is overseen by the H and S Steering Group.

Management and employees are required to exercise personal responsibility and co-operate in preventing harm to themselves, others and the environment, extending to the elimination of any unsafe acts or omissions within their sphere of operation.

We endeavour to provide suitable facilities or make the necessary arrangements for the welfare of all our employees whilst at work and, we undertake and continuously review a programme of risk assessments in all significant areas of our business, thereby addressing any areas of deficiency as appropriate. Copies of the relevant risk assessments can be found in the manuals noted above, and available upon request.

Employees are regularly provided with information and/or training and we monitor application and understanding of these safety requirements, through a system of safety audits undertaken both internally and externally and managed by the H and S Steering Group.

## APPENDIX

### Policies

01	Accident & Incident Reporting
02	Air Conditioning Servicing
03	Asbestos Containing Materials
04	Bomb Threats
05	Cash protection
06	CCTV
07	COSHH (Control of Substances Hazardous to Health)
08	DDA (Disability Discrimination Act)
09	Driving At Work
10	Electrical Hard Wire Testing
11	Fire Risk Assessment
12	Fire Safety
13	First Aid
14	Gas Appliance Testing
15	Legionella Testing
16	Lone Working
17	Magnetic Door Locks
18	Management of Workplace Stress
19	Manual Handling
20	Occasional Vehicle Use Policy
21	Personal Protective Equipment
22	Pest Control
23	Portable Appliance Testing
24	Robbery Prevention
25	Security Risk Assessment
26	Security Screens
27	Violence At Work
28	Void Estate Policy
29	Working At Height
30	Working Time Regulations
31	Workstation and DSE Risk Assessment