

Scottish Water Business Stream

Health and Safety— General Policy Statement

As Chief Executive I am responsible on behalf of the Board for ensuring the health and safety of all employees and any other individuals who are engaged in, or who may be affected by, the activities of Business Stream. To discharge this responsibility, my commitment is that we will:

- maintain a safe and healthy working environment for our people
- manage health and safety risks within our workplace
- prevent accidents and cases of work-related ill health
- provide clear instructions, information and adequate training and supervision to ensure our people are able to do their work competently and safely
- provide personal protective equipment where required
- consult with our employees on matters affecting their health and safety, and
- ensure that health and safety is a key consideration in all of our business decisions

The leadership team (Executive Team and Senior Managers) at Business Stream will assist me in this task by accepting and demonstrating their collective and individual responsibility to support and deliver the commitments set out above.

Our Health and Safety Management System Manual sets out specific safety responsibilities for the leadership team and other named individuals. The Board have assigned overall responsibility for promoting and monitoring the development of health and safety systems to our Health Safety & Facilities Manager. The leadership team will work closely with the Health, Safety & Facilities Manager to discharge that responsibility and to ensure that we have expert advice available on all matters relating to health and safety.

The leadership team are expected to work collaboratively to ensure that the Safety Management System is implemented and that common standards are applied across the organisation. They are also expected to ensure that adequate resources are allocated to meet their health and safety commitments. In this respect, compliance with legislation will be regarded as the minimum standard acceptable.

Where an accident or incident does occur, we will maintain an effective recording and analysis system and ensure that all accidents and incidents are appropriately investigated, so that any failures can be identified and remedied.

Each month a Health and Safety update will be included within the Board papers and discussed at Board meetings. This will include any opportunities for improvements which have been identified through the accident/incident review process.

I recognise the valuable contribution that employees and employee representatives can make to the development of our health and safety practices and culture. To facilitate this, a Health, Safety & Wellbeing Committee has been established to provide an effective channel for employee communication, consultation and engagement, and to proactively encourage suggestions to improve health and safety at Business Stream.

Finally, I would remind all employees that a safe and healthy working environment will only be achieved through the co-operation of everyone involved. Each and every employee has a duty of care to work safely, to comply with all safety procedures, to take reasonable care of themselves and others, and to report all health and safety concerns to the Health, Safety & Facilities Manager or a member of the leadership team.



Jo Dow, Chief Executive
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