

# Royal Mail Policy Statement

## Health and Safety Policy

We want to create a safe and healthy working environment for our people at Royal Mail Group Ltd, where everyone is free from injury, with good physical and mental health. We are committed to removing or reducing the risk and likelihood of harm to our people or those affected by our activities.

### We will:

- Operate in a safe and healthy manner by meeting all relevant legal requirements and going above and beyond them where we can to create a strong health and safety culture.
- Maintain and implement health and safety standards and arrangements that help us to achieve our aims and fully meet legal compliance.
- Continually review health and safety performance and monitor the implementation of applicable standards and arrangements.
- Develop and use appropriate tools, techniques and plans to engage and inform our people.
- Provide adequate resources, information, instruction, training and communication to ensure our health and safety standards are well implemented.
- Share learning from incidents and promote best practice.
- Consult with our employees and their representatives to promote and develop measures to ensure their health and safety at work.
- Re-communicate this policy to our people and other stakeholders after each revision.
- Require everyone to comply with this policy and associated health and safety standards (this includes the Safety, Health and Environment Management System (SHEMS) within Royal Mail Group Limited).
- Require everyone to be familiar with, and understand, the health and safety responsibilities relevant to their role.
- Require everyone to lead by example and take responsibility for the health and safety of themselves and others who might be affected by their activities.
- Require everyone to report health and safety incidents so that they can be investigated to help prevent similar incidents occurring in future.
- Provide appropriate resource, training, standards, equipment and support to enable compliance with this policy.

### Where to go for help:

Managers in Royal Mail Group Ltd can obtain advice by contacting their Safety Advisor and access health and safety information [here](#).

**Policy Owner:** Safety Director

### Who does this policy apply to?

This Policy applies within Royal Mail Group Limited. Joint ventures and subsidiaries that are wholly or majority owned by Royal Mail Group Limited are expected to support the policy intent through their own health and safety standards and arrangements.

**Simon Thompson**  
**Chief Executive Officer of Royal Mail**  
**1 November 2022**