

# Health and Safety Policy

## 1. Mission Statement

Farnell is committed to the safety and wellbeing of its employees and the general public, insofar as they influenced by the company activities. It is the responsibility of all managers and employees to maintain a safe working environment.

The company will do all that is reasonably practicable to prevent injury, property damage or the onset of ill health as a result of the work environment or reasonably foreseeable work hazards.

The company will comply with all legal requirements and other safety-related requirements to which it subscribes and will go beyond compliance by implementing systems to continuously improve safety-related performance.

Furthermore, the company will:

- Provide all employees with a safe working environment.
- Provide training and instruction to allow employees to complete their work without risk to themselves or to others.
- Regularly appraise work environments, procedures and equipment to ensure safety is maintained.
- Seek guidance where necessary from specialist advisors.
- Consult and involve stakeholders and their representatives where possible, the aim being to improve the safety performance of the organisation for all stakeholders.

## 2. Management

Managers are responsible for reducing the risks and preventing foreseeable incidents, to employees, the general public and property within their area of management control.

Support will be given, provided by the appointment of a manager for Health and Safety & Environment and the provision of sufficient local technical resources to support this policy.

## 3. Employees

All employees have a duty to cooperate with this policy by:

- Working safely and adhering to Company procedures.
- Using any protective equipment provided as directed.
- Removing themselves from situations that they consider present imminent and serious danger to themselves and this will be supported by local managers in line with the no retaliation and harassment policies.
- Reporting incidents that have led, or may lead to injury or damage without undue delay.
- Assisting in the investigation of accidents with the intention of introducing measures to remove hazards and prevent reoccurrence.

## 4. Framework for Objective-Setting

Objectives will be set by the Senior Leadership and targets implemented to support their achievement.

Objectives and targets focus on reducing the risk of harm to the lowest practicable level and on promoting the health and wellbeing of employees. Targets will be cascaded to appropriate management teams and progress will be reviewed at least every six months.

## 5. Monitoring and Measurement

Performance will be measured using internally-monitored KPIs to assess accidents occurring in the workplace. Monitoring will be conducted by management responsible to safety and reporting will be proportionate to the level of risk in the area being measured.

## 6. Communication of this Policy

This policy will be communicated externally on the Farnell transactional websites. Internally, this policy will be communicated by the company intranet and departmental managers, as appropriate to the business function.

## 7. Policy Review

This policy will be reviewed for suitability by managers with responsibility for Health & Safety Management and amendments will be proposed when required or as part of the annual Management Review.



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Dated: 23<sup>rd</sup> October 2024