



HEALTH & SAFETY STRATEGY



AGGREGATE
INDUSTRIES

**BE SAFE
TODAY
TO BUILD
TOMORROW**



OUR VISION



**BE SAFE
TODAY
TO BUILD
TOMORROW**

OUR MISSION

**AT AGGREGATE INDUSTRIES, WE KNOW THAT ALL
OUR TOMORROWS DEPEND ON US BEING SAFE TODAY.**

Committing to working safely for the benefit of our families and colleagues, safe in the knowledge that by looking out for each other in the workplace **every single member of our team gets home safe and well every single day.**

Every one of us has a responsibility to **speak up and act today** on anything that could impact on the health, safety and wellbeing of ourselves or our colleagues.

Together we are **building a safer tomorrow**
by inspiring each other to do what's right, day in, day out.

Health and safety is in all of our hands, but individually we're committed to ensuring that **all of our spaces are zero-harm places.**

▶ IT STARTS WITH YOU



**SEE IT,
SPEAK UP,
ACT TODAY**



THE WHY

We believe that every decision we make impacts people and the communities in which we live.

It is why we value every person and all of our workplaces and it's why we put Health & Safety at the centre of everything we do.





WHAT'S DIFFERENT ABOUT OUR NEW HEALTH & SAFETY STRATEGY?

We've made great progress over the years when it comes to taking care of the Health & Safety of our colleagues and others at our workplaces, and we are always looking for opportunities to build on these improvements by reviewing what's working and exploring where we have room to improve. By doing this we will continue to protect our people from potential hazards and reduce the likelihood of incidents and injuries.

This new strategy will help us all understand what we need to do to keep moving Health & Safety standards and solutions forward. Here are just a few of the headlines around what's new and different about this strategy:

YOU SAID, WE DID

In the AIUK Cultural Survey questionnaire, you said:

- Health & Safety is a priority, but it's not seen a core value
- The opportunity for incidents still exists in places
- Are we holding ourselves accountable for unsafe work?

So, we have refreshed our strategy to be more about our people and how we can all help in protecting the most important things in our lives, every day, everywhere.

SPEAK UP, ACT TODAY

We listen to what you have to say. And we want to hear more from you, on how we can continue to make Health & Safety even better. We value your experience, your expertise, your ideas and we want you to share that with us so we can build momentum together and reach our goal of zero harm sooner.

A CULTURE OF CARE

The more proactive each and every one of us is around Health & Safety, the more successful we will be in creating a culture of care. By being vigilant about risks and vocal about improvements, not only will we empower colleagues to drive improvements, we'll also grow a culture of care where everyone is looking out for one another's wellbeing.

HEALTH & SAFETY IT'S IN OUR HANDS

While monitoring and measuring our performance is key to tracking how we're doing against our Health & Safety goals and objectives, we recognise that the data we provide isn't always relatable to all our roles. So we are introducing a new focus that all colleagues can connect with, because it's about the things that matter to us most away from work - by taking individual as well as collective responsibility for Health & Safety at work, we can all get home safe to the people and the things that we love.



HEALTH & SAFETY. IT'S IN OUR HANDS



HOW YOU CAN HELP IN OUR JOURNEY



BE COMMITTED

Create a culture of care
and **ZERO** harm



BE PROACTIVE

See it, speak up,
act today!



BE COLLABORATIVE

Work together to learn,
grow and improve



BE INNOVATIVE

Share ideas and
inspiration for
improvements

Share our values with our suppliers as well as our colleagues,
family and friends to include everyone on our journey to zero harm.

JOURNEY TO ZERO HARM



			
<h2>PROACTIVE RISK MANAGEMENT</h2> <ul style="list-style-type: none"> - UNDERSTANDING, ELIMINATING AND CONTROLLING RISK - CRITICAL CONTROL MANAGEMENT - EMPOWERED TO STOP & THINK - POSITIVELY CHALLENGE 	<h2>INNOVATIVE PRACTICES</h2> <ul style="list-style-type: none"> - EMPOWERING OUR PEOPLE & UNLOCKING IDEAS - RESEARCH & DEVELOPMENT - SHARE WITH PRIDE 	<h2>HEALTHY WORKPLACE</h2> <ul style="list-style-type: none"> - DESIGN WITH HEALTH IN MIND - PREVENTING ILL HEALTH - PROMOTING GOOD HEALTH, HAPPINESS AND WELLBEING 	<h2>CULTURE OF EXCELLENCE</h2> <ul style="list-style-type: none"> - COMMITMENT & ENGAGEMENT AT ALL LEVELS - ACCESSIBLE LEADERSHIP - LEARNING ORGANISATION - EMPOWERED TO POSITIVELY CHALLENGE

PROACTIVE RISK MANAGEMENT

- UNDERSTANDING, ELIMINATING & CONTROLLING RISK
- CRITICAL CONTROL MANAGEMENT
- EMPOWERED TO STOP & THINK
- POSITIVELY CHALLENGE



WHAT?

Taking a proactive and practical approach to reduce and eliminate risks every day.

WHY?

Proactive risk management is the best way to protect our people and achieve zero harm.

PROACTIVE RISK MANAGEMENT	MAKING IT HAPPEN
Management System	<p>Setting standards and driving continual improvement with robust and easily understood processes. Some of the tools include:</p> <ul style="list-style-type: none"> - RAMS (risk assessment / method statements) - Self assessment - Site improvement plans - Risk Registers to prioritise key risks - Management Review of risks and opportunities - Critical Control Management (CCM)
Stop & Think	<p>Stop & Think is a key way you can help in reducing risk.</p>
Speak Up	<p>See something, speak up and act today. You will always be thanked for stopping and challenging something if you don't think it is safe.</p>
Hazard Identification	<p>Sometimes the little things can catch us out. Sometimes they combine to create a more hazardous situation. By constantly identifying and fixing hazards we will help to prevent the bigger stuff from happening. We are relying on you to help us - together we are stronger.</p>

INNOVATIVE PRACTICES



- EMPOWERING OUR PEOPLE & UNLOCKING IDEAS
- RESEARCH & DEVELOPMENT
- SHARE WITH PRIDE



WHAT?

Empower and encourage our people to think about, suggest and support the implementation of innovative practices.

WHY?

Health & Safety is everyone’s responsibility and when we collaborate and feel our voices are heard, we come up with innovative solutions to optimise Health & Safety performance across the whole organisation.

All improvements to Health & Safety, large and small, add value to our workplace and the way we do business.

INNOVATIVE PRACTICES	MAKING IT HAPPEN
Projects	Encouraging everyone to enter Health & Safety improvement ideas - they may just get selected for your Divisional Health & Safety improvement projects. Share and replicate ideas and innovations with pride.
Recognition	Some of your projects may be considered for Health & Safety Awards (internal and external). Be positive and recognise when we are doing things well - let's look at when things go right as much as we do when things don't.
Your Voice	Speak up, act today - your ideas will help improve our working environment. Your ideas may well benefit everyone!

HEALTHY WORKPLACE



- DESIGN WITH HEALTH IN MIND
- PREVENTING ILL HEALTH
- PROMOTING GOOD HEALTH, HAPPINESS AND WELLBEING



WHAT?

Striving to be healthier at work, by eliminating harmful exposure to health hazards and by offering support, advice and healthy choices at work.

WHY?

It's about more than Health & Safety - it's about taking care of colleagues' wellbeing and providing a workplace in which colleagues can feel healthier, happier and able to thrive so we can all enjoy life now and in the long term.

HEALTHY WORKPLACE	MAKING IT HAPPEN
Designing Healthy Processes And Workplaces	Thinking of health improvement opportunities, whenever we are making changes to the way we work or the place we work in. Having clean, well laid out work environments and rest areas. Seeking ways to remove health hazards and find better ways to protect our health.
Preventing Ill Health	By monitoring our health and work environment we can anticipate problems, evaluate and control the risks to our health.
Positive Health Outcomes	Access to clinical services to monitor and improve our health. Giving everyone support from medical professionals and wellbeing experts to support you in and out of work.
Healthy You	Interactive programmes and advice for mind and body wellbeing that you can share with family and friends. Everyone has someone who will listen either at work or by using the Employee Assistance Helpline, which you can access 24/7.

CULTURE OF EXCELLENCE



- COMMITMENT & ENGAGEMENT AT ALL LEVELS
- ACCESSIBLE LEADERSHIP
- LEARNING ORGANISATION
- EMPOWERED TO POSITIVELY CHALLENGE



WHAT?

Together we are building a safer tomorrow by inspiring each other to do what is right, day in, day out, in an environment where we have trust, respect and inclusion and everyone has a voice.

WHY?

Each and every one of our colleagues and everyone working with us having a positive input is central to everything. We want everyone to be safe at work and get home safe and well, every day.

CULTURE OF EXCELLENCE	MAKING IT HAPPEN
Involvement	Encourage everyone to get involved and to speak up and act today. Giving everyone an equal voice when it comes to challenging ourselves to be better, every day. Everyone feels that their efforts on Health & Safety are valued, meaningful, significant and purpose-based. Opportunities to learn and improve implemented quickly and shared widely.
Expectations	Everyone knows what is expected of them when it comes to Health & Safety. We are all doing it because we want to (not because we have to) It's everyone's responsibility.
Positive Engagement	Identifying the good that we do and to develop a habit of recognition. Quality time in the field - Boots on the Ground (BoG).
Leadership	Actively committed and continually driving Health & Safety improvement. Good communication - up and down.



5 STAR PROCESS

Our five star process highlights the five focus areas which will bring the biggest wins when it come to achieving our goal of zero harm. We ask that you familiarise yourselves with these, understand where you can make a difference and commit to joining our journey to create a culture of care for every colleague.



ENGAGEMENT - BOOTS ON THE GROUND

Having regular conversations with colleagues on site, to gain an understanding into what is working well and where we can make improvements, building effective relationships and embedding positive behaviours around Health & Safety.



IMPROVEMENT - ACTIONS

Seize every opportunity to make improvements locally and, where we can, replicate these improvements across our organisation. This will accelerate our journey to zero harm and make sure we all get home safe and well, every day.



IMPROVEMENT - INCIDENTS / NEAR MISSES / HAZARDS

We shouldn't just focus on the things that go wrong, there are so many other opportunities where we can learn and improve. Speaking up about the little things which tell us that something isn't right will help us prevent the bigger stuff from happening.



CRITICAL RISK ELIMINATION

Where our business faces its most serious risks, we focus on having strong and robust controls in place that prevent these risks from becoming a reality.



CONTINUOUS IMPROVEMENT

Let's share our good ideas! We really believe that with everyone's help we can get to zero harm. But we won't get there unless we all share the good stuff that's going on in the business. If you have a good idea or have delivered a project which has safety benefits, please share it so that, together, we can be safe today to build tomorrow.



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