

HEALTH AND SAFETY POLICY STATEMENT

OUR COMMITMENT

The DFS Group is committed to achieving high health and safety standards across our operations ensuring the health, safety and wellbeing of all colleagues and customers who visit or work on our premises.

OUR OBJECTIVES

As an organisation we take personal and collective responsibility to build a culture that reduces the health and safety risks of our activities, products and services. Our Health and Safety Strategy is built on a simple but powerful vision: **Everyone has the right to go home safely.**

Our approach to Health and Safety aligns with our Group Code of Conduct. The health, safety and wellbeing of our colleagues and customers is our utmost priority. We recognise the importance of providing a safe environment, promoting safe working and preventing work-related injuries and ill health.



RESPONSIBILITIES

GROUP CEO has overall responsibility for reviewing, endorsing and achieving the aims of The DFS Group Health and Safety policy.

CHIEF LEGAL AND ASSURANCE OFFICER is responsible for reporting matters relating to Health and Safety to the Group Leadership Team monthly and as required.

EXECUTIVE BOARD MEMBERS AND DIRECTORS are responsible for:

- Leading and promoting a positive health and safety culture within their business area.
- Ensuring The DFS Group Health and Safety policy is communicated, understood and always acted upon across the Group.
- Providing adequate resources to implement and maintain current health and safety policies, procedures and guidance.

THE HEALTH & SAFETY TEAM are responsible for reporting matters relating to Health and Safety to the Group Leadership Team monthly and as required.
Review and ongoing monitoring of the Group Health and Safety Strategy.

SENIOR MANAGER, REGIONAL MANAGERS AND SITE MANAGERS are responsible for:

- Leading and promoting a positive health and safety culture within their business area.
- Ensuring The DFS Group Health and Safety policy is communicated, understood and always acted upon across the Group.
- Providing adequate resources to implement and maintain current health and safety policies, procedures and guidance.

COLLEAGUES are responsible for:

- Carrying out their work in line with this policy.
- Looking after their own health and safety, as well as that of their workmates.
- Following any information, instruction and training provided.
- Identifying any breaches of this policy and reporting them to their line manager.

ARRANGEMENTS



Leadership and Culture: Leadership drives culture, culture drives performance. Championing a safety-first culture, driven by visible and active leadership throughout our management structure to ensure H&S success.



Proactive Risk Management: Using a data driven approach, we will identify, assess and control H&S risks to prevent accidents and create safer environments.



Skills and Capability: Investing in our people by developing the skills, knowledge, and competencies essential for maintaining the highest standards of colleague and customer safety.



Collaboration: Building strong safety partnerships through open communication and shared learning, embedding Health and Safety as a collective responsibility and shared value at every level.



Assurance and Continuous Improvement: Driving continuous improvement by consistently measuring, monitoring, and reviewing our H&S performance and arrangements to meet and exceed health and safety standards.

Tim Stacey
Group CEO