



Group Occupational Health and Safety Policy Statement

Purpose and Scope

This policy statement sets out our commitment 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.

Policy 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 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

The Group CEO has overall responsibility for:

- Reviewing, endorsing and achieving the aims of the DFS Group Health and Safety policy.

The Group General Counsel and Company Secretary 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.

Senior Managers, Regional Managers, and Site Managers are responsible for:

- Implementing and enforcing DFS Group policies and procedures.
- Ensuring that our colleagues are aware of their responsibilities and that they follow all relevant procedures and risk assessments.
- Ensuring each colleague has received an induction and completed all mandatory training.
- Addressing any inappropriate behaviour.

The Health and Safety Team are responsible for:

- Monitoring the effective implementation of this policy.
- Developing and implementing the Group Health and Safety Strategy.

Colleagues are responsible for:

- Carrying out their work in line with this policy.
- Looking after their 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 for Health and Safety

- We continue to develop the Group Health and Safety Strategy, strengthening our existing approach to ensure all our people and customers stay safe.
- We identify applicable laws and regulations and ensure compliance with them.
- We continue to develop our behavioural safety programme with the co-creation of the DFS Group Life Saving Rules which consist of ten simple-to-follow rules.
- We have the right health and safety processes and systems in place to keep our people and customers safe.
- We engage, listen to and communicate openly with our colleagues.
- We only carry out work if it's safe to do so and when we're trained, competent and authorised to do it.
- If something looks unsafe, or if we know of any unsafe practices, we report them.
- All colleagues look out for their own health and safety, as well as that of their workmates.
- We investigate accidents and near misses, in order to establish the root cause and prevent recurrence.

Tim Stacey
Group CEO