

## Health & Safety Policy Statement 2022



Integral, a JLL company are working to shape the future of Facilities Services through the use of technology solutions & engineering excellence. In order to safeguard our employees, clients, sub-contractors, and other people affected by our actions and activities we commit, wholeheartedly, to achieving the highest standards of health and management and performance.

The UK Board, under my leadership, actively promotes a culture of 'One Team, SAFER Together', a programme of policies, actions, training and culture to deliver our services in a safe and responsible manner. By working with our parent company JLL to share best practices and lessons learnt, we continue to work on reducing accidents and incidents on all our Contracts to the lowest possible level within the organization. With the assistance of our supply chain, we will eliminate hazards and reduce OH&S risks throughout our different business sectors. It is a matter of course that we will comply with the 'Health and Safety at Work Act 1974', and all other associated legislation.

As the Chief Operating Officer and a statutory board member of Integral, I will ensure that sufficient resources are provided to ensure effective management and implementation of our Safety Management System and that systems are in place to evaluate the effectiveness and delivery of the Management System., with regular reporting to the Integral Board

Each Sector and Functional Lead is responsible for ensuring they have:

- The implementation of all relevant health, safety and environment policies, and procedures.
- Look at the personal requirements, support & training in the area of mental health throughout the business and look at the best support for these to returning to work successfully and the support in the return to work
- To ensure that their compliance to relevant legislation and associated codes of practice. The sector lead will need to ensure that there is a suitable system of monitoring and inspection in place.
- There needs to be effective lines of communication in place for all staff, contractors, interested parties and relevant enforcement agencies.
- A comprehensive risk management process that will minimise the risk via assessment. Looking to determine the priority of the risk and objectives to eliminate hazards and reduce the risk to the lowest level practicable. Where the elimination can't be achieved, then additional controls following the hierarchy of control to reduce to the safest level.
- Supply adequate information, instruction and training to all their employees, and supply chain, to meet all employees and business needs, this will also include adequate resources and methods of implementation.
- Ensure that all employees, workers, contractors and all interested parties work in a safe manner and consider the health and safety of themselves as well as others.

Objectives and targets will be set by the Lead for HSSE, reviewed and approved by the Integral Board, this will be communicated across the entire Organisation and all employees will have a suitable EHS deliverable in their Objectives

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To ensure Compliance, we will put into place continuous training targeting the most prominent risks across our Business and Supply Chain Partners. Lastly, we commit to provide a safe environment for risks and issues to be raised and addressed in line with JLL's whistleblowing and ethics policies.

This Policy will be reviewed on an annual basis or following any change of legislation..



Nigel Birkinshaw  
Chief Operating Officer (Statutory Director)  
January 2022.