



## HEALTH AND SAFETY

Our purpose is to unlock long-term value for all through regeneration. We do this by providing a healthy and safe environment for our employees, service partners, contractors, occupiers and visitors to our properties so that they can thrive.

We take the health and safety of all our stakeholders very seriously and have a detailed Health and Safety Policy in place. We are constantly looking at processes and procedures to ensure best practice, as we focus on:

- + Preventing work-related injury or ill-health
- + Reducing hazards and occupational health and safety risks
- + Encouraging health, wellbeing, collaboration and social benefits across our offices and our sites
- + Creating long-term sustainable buildings that promote health, safety, environmental and social benefits
- + Providing training and development opportunities to support our talented workforce

It is the Company's intention that work will be carried out in accordance with the relevant Statutory Provisions and all reasonably practicable measures taken to avoid risk to its employees or others who may be affected. The Company will strive for continual improvement in all areas of Health, Safety & Welfare and works with NEBOSH certified external parties who manage Health and Safety across our sites.

We are committed to complying with the Health and Safety at Work Act 1974 and its associated regulations and codes of practice. In terms of our buildings, our commitment starts right from the outset when we will speak to local communities and a range of stakeholders to understand their needs and ensure we are delivering quality design, construction and maintenance throughout our schemes. For our employees, we provide ongoing advice and supervision on health and safety matters and assess internal and external processes.

We recognise the need to maintain and continue to improve our health, safety and welfare management and performance. With this in mind, the Board appointed Chief Development Officer, Richard Upton, as having overall responsibility for this important area and, as such, an agenda item at every Board meeting, to track progress and performance. Management and supervisory staff also have responsibility for implementing U+I's Policy throughout the Company and ensuring that Health & Safety considerations are always given priority in the planning and day-to-day supervision of work. It is an agenda item in project meetings to ensure we maintain our high standards.

Additionally third parties undertake health and safety audits across our assets, managed in conjunction with the managing agents we work with. We also work with an independent external consultant in a CDM (Construction, Design and Management) advisory capacity across our construction portfolio. They advise on best practice health and safety application, risk mitigation and current legislation, ensuring we comply with statutory requirements including the 2015 CDM Regulations. They regularly visit our sites to give advice on the requirements of the relevant statutory provisions and safety matters generally; to record U+I's performance; and they do additional random spot checks to ensure compliance. One of the metrics they track is accidents and / or incidents. U+I monitors this important area closely and targets 0.1% lost time to accidents / incidents across its sites. Any accidents or incidents are reported at Board level, investigated and logged, to understand causes, report findings and address learnings. There have been no reported fatalities across our sites since U+I was formed.

Internally, all employees undertake an e-learning course and are guided towards our detailed Health & Safety Policy on our intranet when they join U+I. They and our sub-contractors are expected to co-operate with the Company in carrying out this Policy and must ensure that their own work, so far as is reasonably practicable, is carried out without risk to themselves or others. All employees, service partners, occupiers and visitors have legal duties and responsibilities for their own health and safety and that of others and are required to commit to co-operate with U+I in the implementation of our full Health and Safety Policy.

We encourage and require the co-operation and support across all our stakeholders to allow us to deliver sustainable, safe schemes that bring social and economic benefits to the communities we work with.

Richard Upton  
Chief Development Officer  
16 January 2020

Approved by Board 16.01.20