

Statement of Intent

The health safety and welfare of our employees and others affected by our operations are the primary objectives of Xylem Water Solutions UK Ltd. Our goal is to prevent injuries and ill health in relation to the work we undertake and commit to fulfil the legal requirements relating to these activities.

Our behaviours both positive and negative have a profound effect on our overall performance, it is our intention to promote positive safety behaviour whilst learning from negative events and communicating the corrective actions to continually improve our ESH performance and management systems.

The following aims underpin our belief in Accept Only Zero and are clearly set out in this policy:

Management system and performance

We will implement robust management systems which will have appropriate resources, effective structures and governance. These systems will be set standards to monitor the health and safety performance of our organisation. Through effective analysis we will feed back our findings to the business and influence decision making at all levels.

Elimination of hazards for a safe and healthy workplace

We commit to eliminate hazards within work place through risk assessment and we will prioritise, plan and complete any corrective actions required to reduce risk to an acceptable level We will ensure everyone is provided with the information, training and knowledge to be able to carry out effective risk assessments. This will ensure that the working environment is safe both before work begins and during the activity for our Employees and anybody who could be affected by these operations.

Consultation & participation on health and safety matters

We commit to consult with our workforce and encourage participation in safety matters. A safety forum including workforce representatives will periodically meet and discuss safety matters. We will work collaboratively with our stakeholders and supply chain partners, sharing innovative ideas and approaches that will benefit all parties in achieving our shared vision of Accept Only Zero.

Visible leadership

Our management and supervisory team will lead by example and promote safety & health throughout the organisation with positive reinforcement of safe behaviours, challenging unsafe acts and conditions. Interactive dialogue with all employees will be both open and responsive to address any concerns or issues raised.

Keeping everyone healthy and safe

We will create a culture where everyone is encouraged and engaged to immediately challenge unsafe situations, conditions or behaviours, or those that can cause harm to health. Where our people identify unsafe events, they will be able to intervene free from reprisal to assist with making things safe, report and where required request resources to resolve any potential harm. We will provide training and instructions to ensure our people are competent and are able to understand the health and safety risks within their working environment.

Signed: *Ian L Thompson*

Dated: 07/06/2022

Ian Thompson
Vice President, UK & Ireland Region

