



Date: August 2025

Health and Safety Policy

Policy owner/ issued by	Approved by	Date issued/ reviewed	Effective from	Next review	Next independent review
Group Health & Safety Director	Group Executive Team	August 2025	August 2025	August 2026	August 2026

At Coats, safety is more than a priority — it is a core value that guides everything we do and integrated to our operational excellence. We are committed to providing safe, healthy workplaces through the prevention of work-related injury and ill health. This commitment includes strict compliance with legal requirements, industry standards, and our Health and Safety Management System.

As part of our Journey to Zero, we enforce a clear set of non-negotiable “Red Lines, critical, life-saving rules that must never be broken. These Red Lines form the foundation of our safety culture and are treated with zero tolerance, reinforcing our shared responsibility to protect ourselves and one another every day.

Our Commitment

To uphold this commitment, we will:

- Provide and maintain a safe, healthy, and supportive working environment for all employees, contractors, and visitors.
- Comply with this Health and Safety Policy and Management System, along with all applicable legal and regulatory requirements.
- Embed health and safety best practices into daily operations, applying the hierarchy of controls to identify and eliminate risks.
- Continually improve our safety performance, using lessons learned, audits, best practices, safety walks and span of control.
- Set and review annual objectives to reduce the frequency and severity of workplace injuries, occupational illnesses, and commuting incidents.
- Deliver ongoing training, information, and resources to enable all individuals to meet their safety responsibilities confidently and competently.
- Promote physical and mental well-being, fostering a culture of care and respect throughout the organization.
- Demonstrate safety leadership and actively encourage employee participation in hazard identification and risk-reduction initiatives.
- Make safety performance a core business metric, incorporating it into Key Performance Indicators (KPIs) at all operational levels.
- Treat any breach of health and safety policy, management system or violation of our Red Lines with utmost seriousness and take appropriate disciplinary action in response.
- Work only with suppliers and contractors who meet our high standards of health and safety.
- Assess and mitigate risks with control measures, in current and new operations and acquisitions, including thorough due diligence and post-acquisition planning.

Our Shared Responsibility

- Leaders and managers are responsible for embedding safety as a core value and demonstrating visible safety leadership across all activities.
- All employees are accountable for their own safety and the safety of others — by following training and instructions, reporting hazards, stopping unsafe work, and complying fully with our safety rules, including the Red Lines.

The effectiveness of this Health and Safety policy and management system will be reviewed on a regular basis.

Group Executive Team