

# Our Health, Safety and Wellbeing Charter and Policy



## Safer Every Day, moment by moment, choice by choice

Together we **do the right thing**; we **build trust** around us by speaking up and are **always exploring** what we can do for safer outcomes. We listen and learn from each other to improve our **health, safety and wellbeing**. **Together** we will be the change.

**We are committed to making sure that everyone who works at Anglian Water is safer because they work here. Everyone deserves to be happy, healthy and safe at work. Safer Every Day is a way of working that every person at Anglian Water, including our alliances, needs to live by.**

**Health, safety and wellbeing should be the first item at any meeting.** We are always exploring by looking for ways to improve our safety and have a culture of continuous improvement to help us become safer, every single day, moment by moment and choice by choice. We encourage, recognise and celebrate those who demonstrate positive health, safety and wellbeing behaviours.

**We have a culture where unsafe behaviour and conditions can be challenged constructively, and people are supported in speaking up and exploring how we can be safer.** Together, we create a culture of care and concern where we build trust, have strong relationships and encourage good conversations about mental and physical health.

**Our Directors, Senior Leaders and Managers promise to promote best practice by being visible advocates for safety.** Directors and all management levels will carry out regular front line visits to keep in contact, support front line day to day operations and understand health and safety risks and controls.

**We are committed to reducing occupational health, physical and mental, and safety risks** and to the continual improvement of the: Occupational Health and Safety Management System; the physical and mental wellbeing of our employees; and the health and safety of our people and our working environments.

**We will apply legislation and follow best practice.** We will carry out health and safety risk assessments and surveillance that will be regularly reviewed. Managers will ensure that significant hazards that cannot be eliminated are adequately controlled to reduce the risk of harm and ill health to our employees and others.

**We will promote and enhance a working environment** consistent with the principles of dignity, mutual respect, confidentiality, cooperation and trust in the Occupational Health and Safety Management System.

**We engage, consult, listen and respond openly to our employees, partners, contractors, suppliers, customers and legitimate public interest groups.** We are committed to the active participation of our employees, their representatives and other relevant stakeholders in matters regarding health, safety and wellbeing.

**We openly report on our health and safety performance and share information.**

A handwritten signature in black ink that reads 'Mark Thurston'.

Signed 10 March 2025