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HEALTH & SAFETY POLICY STATEMENT 2012

Statement

The Board of Next Group Plc is committed to the achievement and maintenance of high standards of health and safety in all Group companies. The Group's approach to health and safety is based on our desire to comply with the principles of sensible risk management, to embrace the spirit of health and safety legislation, associated codes of practice and other relevant standards.

Organisation

The Group Board has overall responsibility for providing sufficient resources and support to meet its health and safety objectives.

The Human Resources Director

is responsible for the coordination and development of this policy and will report to the Group Health and Safety meeting regularly on its achievements.

The Health and Safety Department

supports the Human Resources Director.

Health and Safety meetings

are held at Group level and must be held regularly in each Group company or division. Their frequency will be commensurate with associated risks.

Directors as listed

are responsible for ensuring implementation of the Group's Health and Safety Policy Statement, and compliance with relevant national safety legislation and Group standards. They must also put in

place necessary safety arrangements and procedures.

- **Next Retail:** Retail Sales & Marketing Director
- **Next Distribution:** Operations Director for the Next Group
- **Next Directory:** Operations Director for the Next Group
- **Head Office:** Human Resources Director
- **Product Areas:** Group Product Director
- **Lipsy Ltd:** Lipsy Chief Executive
- **Next Sourcing Ltd:** Managing Director

Sensible risk management

Safety will be managed in accordance with the following basic principles:

- Employees, contractors and the public will be properly protected
- Balance the benefits and risks with a focus on reducing real risks – both those which arise more often and those with potentially serious consequences
- Solutions to support creativity, innovation and new ways of working will be developed wherever possible in a way that ensures safety standards are at least maintained
- Those who create risks must manage them responsibly
- Individuals must understand that as well as the right to protection, they also have to take personal responsibility for their own safety
- In any environment there will be some risks that can not be completely removed and which rely on the good sense of employees to ensure their safety.
- Records and paperwork will only be created where necessary

Arrangements

In each Group company or division there must be:

- a policy with a clearly identified safety management structure
- arrangements compliant with relevant national safety legislation, which aim

to safeguard the health and safety of employees and third parties

- a hazard identification and risk assessment process which seeks to minimise hazards, control risks and reduce accidents
- adequate measures taken to protect the health and safety of employees from high risks eg: emergency plans, fire, falls from height, vehicle movement, maintenance and construction activities.

All contracts of employment will clearly state that working safely is a condition of employment.

Appropriate performance management up to and including disciplinary action will be taken in situations where anyone has compromised their own or another person's health and safety.

Each Group company or division will have Health and Safety objectives and an action plan, reviewed every 3 years, to ensure this policy and relevant national safety legislation are complied with.

Co-operation

There must be a system through which the management in each Group company or division can share experience and knowledge to develop health and safety standards.

Systems must be in place to enable effective consultation on health and safety matters between managers and employees.

In situations where work places are shared with contractors or other third parties, relevant health and safety information about hazards and the control measures required, will be communicated to contractors or third parties before work commences.

Culture & Communication

Senior management will demonstrate leadership in health and safety.

There must be a system to ensure that all relevant health and safety information is circulated to managers and employees. Management meetings and reports at all levels will include health and safety when appropriate.

We will only work with key partners who are willing to meet and achieve our health and safety expectations.

We will engage and influence stakeholders to drive improvements in health and safety.

Competence

All employees and managers, including temporary staff, will receive suitable and sufficient training to ensure that they are aware of the health and safety policies, procedures and safe working practices required to do their job safely.

Accident & Incident Reporting & Investigation

Accident / incident reporting and investigation procedures must be in place. Any lessons learnt from such events will be used to take corrective action to prevent recurrences.

Any serious accidents must be reported to relevant Directors within 24 hours of the accident occurring.

All major injury accidents will be reported to the Group Health and Safety meeting.

Monitor and review

Sufficient and regular health and safety inspections and management audits will be carried out.

Where necessary, health surveillance procedures must be in place. If the surveillance identifies significant issues then corrective action will be taken to remedy them.

Senior managers and directors will periodically discuss health and safety matters with employees.

The Group will regularly carry out internal and external health and safety performance reviews; identify good practice and review performance against other relevant organisations.

We will actively and openly, review and report on our health and safety performance against published objectives. Improvement plans will be developed to support the delivery of these objectives and targets.



Summary

Good management of health and safety is fundamental in creating a safe and healthy environment and contributes to improving business performance. Managers must manage all aspects of our business; for example cost, productivity, service and product in a safe manner and take practical measures to ensure our activities and products do not harm or pose unacceptable risks to our customers, employees, contractors, sites or equipment.

Simon Wilby

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