

Virgin Money Health and Safety Statement of Commitment

Statement of intent

Virgin Money is committed to being an exemplary employer in all matters relating to health, safety and wellbeing. We fully recognise our statutory duty to ensure the health and safety of all our colleagues, and of those who may be affected by our activities.

Our aim is to prevent injury and physical or mental ill-health, through a programme of proactive safety management, effective control measures, and the promotion of colleagues' wellbeing.

Our commitment

We do everything we can to ensure the safety of colleagues, customers, suppliers and members of the public. We achieve this by providing and maintaining a safe working environment, as well as offering a range of wellbeing programmes.

We make sure that:

- Health and safety considerations are fully integrated into, and treated with at least equal status to all other areas of our work.
- Any organisations or individuals who are contracted to work with Virgin Money apply health and safety standards that are fully consistent with our own.
- Sufficient finance and resources are available to successfully achieve our health and safety aims and objectives.
- Plant, equipment, places of work and working environments are maintained safely and without risk to health.
- Safe systems of work are established, implemented and adequately supervised.
- Necessary information, instruction and training are provided to assure health and safety at work.
- Any materials and substances used at work are handled, stored and transported safely and without risk to health.
- Safe access and exits are provided and maintained within every work place, and adequate welfare facilities and arrangements are in place.
- Competent persons are appointed to provide specialist health and safety advice and guidance.
- Effective communication, co-operation and consultation with recognised trade unions and employee representatives is in place.
- Colleagues have the necessary skills to achieve the highest standards of health and safety.
- All business units promote the continuous improvement of health and safety, and all colleagues participate to achieve it.

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- The physical and mental wellbeing of our employees is taken care of across all areas of our business. Further details are set out in our Health and Safety Manual.
- Systematic risk assessment programmes are established, so that risks associated with our activities are identified and eliminated. Where this is not realistic, risks must at least be reduced and/or controlled.

Responsibilities

Everyone is encouraged and empowered to promote a positive health and safety culture, and help make sure our working environments are safe. That includes our Leadership Team, Directors, Heads of Business Units, People Leaders, Senior Managers, Supervisors, and all other colleagues.

However it is also important to recognise that all colleagues have a responsibility for health and safety in their day-to-day activities and for promoting a positive health and safety culture within our organisation.

We are committed to the effective delivery and continuous improvement of our health and safety policies. That's because we believe that a strong health and safety culture is good for our colleagues and our business.