

Health, Safety and Wellbeing Policy Statement

Unipart Group of Companies is committed to providing a safe and healthy environment for all our employees and any other individuals who may be affected by our operations and work activities.

We recognise that striving for excellence in health, safety and wellbeing makes good business sense. It results in higher performing teams, increased productivity, supports growth and achieves safe, repeatable, reliable operations and activities. This makes us an attractive business partner and will be achieved through:

- Vision – all harm, occupational illness and injury is preventable.
- Strategic Intent – Unipart will not engage with any goods, services or materials without effective management of the risks involved, ensuring our undertakings do not negatively impact our employees, stakeholders or customers' health, safety or wellbeing.
- Operating Policies – Statutory requirements are a minimum, and that the highest reasonably practicable standards should be achieved.
- Continuous Improvement – of our health, safety and wellbeing implementation and performance, risk reduction through sustained strategic development of our health, safety and wellbeing management system in consultation with our employees and stakeholders.
- Workplace Organisation and Management – that all levels of management from directors to team leaders are responsible for ensuring the application, implementation and maintenance of our health, safety and wellbeing policies.
- Personal Responsibility – empowering our colleagues and stakeholders to take personal responsibility for their health, safety and wellbeing, by providing them with the appropriate tools, techniques and training to support maintaining good physical, financial and emotional wellbeing.

The Unipart Way is at the heart of the Group's philosophy, strategy, mission, values and culture and is demonstrated in the way we THINK, WORK and BEHAVE.

We believe that our people make the difference – we will engage with our employees at all levels supporting them to learn, develop, and grow – it's our people that drive continuous improvement, sharing best practice, simplifying, standardising and automating our processes. We care for our colleagues, customers, community and our environment. Our aim is to always deliver excellence with ways of working that promote inclusivity and respect.

Health, Safety and Wellbeing is everyone's responsibility, and a prime responsibility of all levels of management. Unipart expects everyone to contribute towards achieving our overall objective. We will provide adequate and appropriate resources to implement our policies and procedures and will ensure it is properly consulted, communicated and understood.

My aim, and that of the Executive Leadership Team, is to encourage initiative and adopt best practice in a culture where employees and managers are aware of their individual health and safety responsibilities.

We will actively engage and commit to eliminating hazards and reducing occupational health and safety risks whilst striving for continually improving standards of health and safety.

Darren Leigh
Group Chief Executive Officer

Andrew Pyne
Chief Sustainability Officer

January 2025- renewed annually