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SAFETY & SUSTAINABILITY

Health & Safety Policy

Working together for a safer and more sustainable business

Nobia Holdings UK Ltd. trading as Magnet, Gower & Commodore is one of the UK's largest, most successful suppliers of kitchen, joinery, and bathroom furniture. Supply operations are in Darlington, Halifax, Leeds, Dewsbury, and Grays. The main activities are the purchase, manufacture, storage, distribution, sale, and the management of installation of furniture products.

As well as commitment to ensure high standards of employee health, safety & wellbeing (physical and mental) for both staff and others affected by our activities, it is our policy to:

- Manage our activities in such a way as to eliminate hazards and managing risks and opportunities to reduce occupational health and safety risks to employees and others so far as is reasonably practicable to prevent injury and ill health.
- Identify, assess, and manage significant risks and ensure suitable control measures are implemented and monitored.
- Continually improve health and safety performance by setting clear objectives and regularly monitoring progress against them.
- Comply fully with all relevant health and safety legislation, regulations, codes of practise and any other requirements.
- Commit to provide adequate resources to implement and maintain the occupational safety and health management system and periodically to review the policy to ensure it remains relevant and appropriate to the organisation.

To regulate and manage health and safety performance, a health and safety management system meeting the requirements of BS ISO 45001 is in operation.

Nobia Holdings UK will:

- ✓ Provide safe and healthy working conditions for the prevention of work-related injury and ill health.
- ✓ Constantly develop and improve the safety management system and procedures.
- ✓ Educate on the importance of physical and mental health being treated with equal focus.
- ✓ Ensure that all statutory monitoring is carried out as required, and that results are made available to all relevant employees.
- ✓ Identify health and safety as a line management responsibility, and ensure all managers are adequately trained.
- ✓ Provide regular health surveillance for all employees, where identified by risk assessment.
- ✓ Recognise and meet with employee health and safety representatives regularly.
- ✓ Ensure consultation and participation with all stakeholders.
- ✓ Encourage communication on matters of health and safety throughout the company, through regular team briefings.
- ✓ Ensure the selection and use of competent contractors, as listed on the approved contractors list.
- ✓ Train all staff in health and safety as a significant part of their continuing development and ensure all staff are aware of their health and safety responsibilities.
- ✓ Provide public access on request to information on the company's health and safety performance

This policy is displayed at all Nobia UK sites and communicated to all employees and contractors on induction. It is also publicly available on demand by any interested party. Senior management are committed to this policy and review it annually to ensure it remains appropriate to the business.

Signed: 

Date: 03/05/2022

Name: Dan Carr

Position: EVP Commercial Region West