



# **Health & Safety Policy Statement**

**2019**



# Health & Safety Policy Statement

Hiscox is a leader in specialist insurance. We seek to provide the best protection and peace of mind for our clients through high quality insurance products, backed with excellent service. We aspire to a reputation for integrity and quality.

It is our policy to provide, across all Group activities and in as far as is reasonably practicable, a work environment and work activities that together ensure the health, safety and welfare of all our employees and those who are affected by our operations, wherever they are undertaken.

This Health and Safety Policy sets out the standards we aim to achieve throughout Hiscox Group activities. We commit to organising these in compliance with relevant health and safety legislation and regulation and other requirements.

We recognise that ultimate responsibility for health and safety management and health and safety performance within Hiscox Group activities rests with the Executive Directors. Their management teams are responsible for organising activities with due regard for health and safety and in doing so, it will be their objective to meet and where possible exceed statutory requirements, especially with regards to those issues most relevant to our employees. Our management teams are committed to introducing and maintaining the necessary organisation and arrangements to achieve this objective.

The Health and Safety Management System comprises a number of sections that explain more fully how Hiscox organises its activities to achieve a high standard of health and safety. Within this framework, we commit to:

- Provide appropriate health and safety training, guidance and information to all Hiscox employees;
- Develop and maintain fire risk assessment for each Hiscox premises;
- Support the creation and maintenance of a building emergency plan for each Hiscox premises;
- Organise the provision of and maintenance of safe and compliant furniture and computer equipment;
- Monitor, measure, audit and report on health and safety performance, and set objectives and targets with the aim of achieving continual improvement;
- Review and revise health and safety documents in light of legislative or organizational changes within Hiscox.

In addition to the health and safety arrangements put in place by Hiscox, all Group employees will have legal responsibilities to take reasonable care of their own health and safety at work and co-operate with Company arrangements.

Documents comprising the Health and Safety Management System are accessible on the Hiscox Intranet, or as a hard copy on request.

Sean Norris

Group Operations Director

September 2019