

Health, Safety and Environment Policy Statement

Baxi is part of BDR Thermea, one of Europe's largest manufacturers and distributors of domestic and commercial water and space heating systems. We are a fully integrated heating and hot water solutions provider and operate in accordance with our three core values of customer focus, one team and sustainable future. We aim to deliver best value through our products, training, service, and technical support whilst committing to protect our people, our stakeholders and the environment from harm.

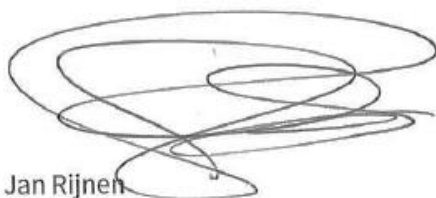
Our Commitments

- Provide safe and **healthy** working conditions for all employees, contractors and others working on our premises.
- Drive a robust **safety** culture to prevent injuries and to protect our people.
- Protect the **environment** by preventing pollution at the source, promoting sustainable resource use and monitoring energy usage.

Our Principles

- Demonstrate commitment to Health, Safety and Environment by promoting visible engagement with leadership.
- Assure compliance with relevant legislation, international standards, and statutory obligations.
- Implement, review and monitor progress towards measurable objectives at a UK&I and local level to minimize our impact on the environment and drive our **zero-harm** culture for our people.
- Drive continuous improvement and enhance performance by constantly reviewing the effectiveness of our Health, Safety and Environmental Management Systems.
- Consult with and encourage our people and their representatives to participate in regular HSE activities.
- Train and support our people to work in a safe and environmentally responsible manner.
- Require all relevant stakeholders and members of the supply chain to manage HSE with standards and practices that align with ours.
- Identify, assess, and manage all hazards and associated risk levels prior to commencing work.
- Proactively look to reduce the negative impact of our activities, products, and associated services on the world in which we live.

While the Managing Director UK & I is ultimately responsible for HSE, all employees and stakeholders must share in the application of this policy. By empowering everyone to speak up and act, we will ensure this policy is fully met.



Jan Rijnen

Managing Director UK & Ireland

6th October 2023

Review date: 5th October 2024



Safety Habits to live by and build a **zero-harm** culture at work.

Date: 6 th October 2023	Version: 4
Prepared by: Head of HSE UK&I	Approved by the Managing Director UK & Ireland
<i>Printed versions of this policy are uncontrolled, the issue and revision status should always be checked against the online version.</i>	

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Version	Description of Change	Author	Date
1.0	Originating version	HSE Manager	20/10/2020
2.0	Aligned to latest sustainability and Safety Matters strategies. Reference to other sites removed following rationalisation.	BMS Manager	24/11/2021
3.0	Reviewed and transferred to BDR Thermea UK&I format.	BMS Manager	17/10/2022
4.0	Reviewed and sustainability removed following realignment.	Head of HSE UK&I	26/09/23

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