

## Health & Safety Policy Statement

At Cox Automotive UK we are a collection of market-leading brands, together creating and supplying solutions at every stage of the vehicle lifecycle. Successful in both the wholesale and retail sectors, we work with dealers, manufacturers, fleet and leasing companies to measurably boost their performance and profitability, adding long-term value to their assets in the process.

This policy statement will apply to all Cox Automotive UK Employees and Contactor`s whilst working at any Cox Automotive UK location. Cox Automotive UK have committed to setting clear and measurable Health and Safety Standards and Objectives and these will be communicated to each business. Cox Automotive UK is committed to not only maintaining its legal H&S responsibilities but also to exceeding those responsibilities wherever possible.

So as to achieve these H&S Responsibilities, Cox Automotive UK will, at regular intervals, conduct a review of its business undertakings. This review will then allow the business to identify any areas of non-compliance with regards to H&S so that improvement can be made. Cox Automotive UK is also committed to implementing a Continual Improvement Process of its H&S Standards via audit, training and communication. This will also include continual improvement of the H&S Management System itself.

This policy statement will also be made available on the Company Website, Internal Hub and displayed on local H&S notice boards so that all Employees and any other interested parties can view this H&S Policy Statement.

Cox Automotive UK is committed to the prevention of injury and ill health along with also ensuring the H&S of anyone who may be affected by it activities or undertakings.

**In particular the company will ensure,**

- a) That it provides and maintains a safe and healthy working environment.
- b) It incorporates health and safety considerations into all aspects of the business.
- c) Effective systems of communication and consultation on health and safety matters are maintained throughout the Company.
- d) That employees are provided with sufficient information, instruction and training to enable them to carry out their work safely and without risks to health.
- e) That employees are provided with safe plant and equipment, and suitable personal protective equipment and that all employees understand their individual health and safety responsibilities.
- g) That all contractors maintain high health and safety standards
- h) That effective systems to monitor health and safety performance are provided.
- i) That good health and safety standards are maintained using HSE and Industry guidance wherever possible.
- j) That it will regularly audit and review its Safety Management System (SMS).
- k) That all Cox Automotive UK daily activities complies with current Health and Safety Law.

Signed:



Martin Forbes – EVP & President International

Date: 01.06.23

Policy Version	Changes Made to Policy				
Cox Automotive – HS Policy Version 1 2023 10.03.23	Cox Automotive – HS Policy Version 1 2022 25.01.22		Arr 19 removed and added into context. NCR 15 Context of the organization moved to front of Policy. NCR 19 Included mapping of internal departments NCR 21 Removal of Culture Representative Reorganized the index page. Added H&S Statements Added MOC of change form. Added channels of communication	Pete Lacey	25.01.22
	Cox Automotive – HS Policy Version 1 2023 24.01.23	Health and Safety Policy	Add in new channel of communication – Fuel	Pete Lacey	25.01.23
	Cox Automotive – HS Policy Version 1 2023 25.01.23	Health and Safety Policy	Arr 1, Fire Evacuation added in specific months to complete – January and July	Pete Lacey	25.01.23
	Cox Automotive – HS Policy Version 1 2023 25.01.23	Health and Safety Policy	Arr 2, all manager and supervisors to complete emergency first aid	Pete Lacey	25.01.23
	Cox Automotive – HS Policy Version 1 2023 25.01.23	Health and Safety Policy	Whole document change T100 and Online Management system – To Target 100	Pete Lacey	25.01.23
	Cox Automotive – HS Policy Version 1 2023 25.01.23	Health and Safety Policy	Arr 4, added in Cost and Lost time calculator	Pete Lacey	25.01.23
	Cox Automotive – HS Policy Version 1 2023 25.01.23	Health and Safety Policy	Arr 4 – Took out link to HSE Website	Pete Lacey	25.01.23
	Cox Automotive – HS Policy Version 1 2023 25.01.23	Health and Safety Policy	Arr 5, reviewed and revised whole section	Pete Lacey	25.01.23

Cox Automotive – HS Policy Version 1 2023 25.01.23	Health and Safety Policy	Created Arrangement No 12 – Technical Fire RA	Pete Lacey	25.01.23
Cox Automotive – HS Policy Version 2 2023 02.03.23	Health and Safety Policy	Movement of Vehicles – Added Reversing into space	Pete Lacey	02.03.23
Cox Automotive – HS Policy Version 2 2023 02.03.23	Health and Safety Policy	Inclement Weather – Pedestrian Routes a Priority	Pete Lacey	02.03.23
Cox Automotive – HS Policy Version 2 2023 02.03.23	Health and Safety Policy	Pregnancy – New Mothers Risk Assessment	Pete Lacey	02.03.23
Cox Automotive – HS Policy Version 2 2023 02.03.23	Health and Safety Policy	Reference to staff, Team Member changed to team member – whole document	Pete Lacey	02.03.23
Cox Automotive – HS Policy Version 2 2023 02.03.23	Health and Safety Policy	CFO – Job title change to MD NGS & P	Pete Lacey	02.03.23
Cox Automotive – HS Policy Version 2 2023 02.03.23	Health and Safety Policy	Legislation Instruments and Regulations – Review of whole section, added and removed relevant legislation	Pete Lacey	02.03.23
Cox Automotive – HS Policy Version 2 2023 02.03.23	Health and Safety Policy	Removal of Closed Locations	Pete Lacey	02.03.23
Cox Automotive – HS Policy Version 2 2023 02.03.23	Health and Safety Policy	Renaming of MVS Leeds and Colchester	Pete Lacey	02.03.23
Cox Automotive – HS Policy Version 2 2023 02.03.23	Health and Safety Policy	Change of job title, Facilities Manager to Group Category Controller	Pete Lacey	02.03.23
Cox Automotive – HS Policy Version 2 2023 02.03.23	Health and Safety Policy	Reconfigure the index to reflect new pages	Pete Lacey	02.03.23
Cox Automotive – HS Policy Version 2 2023 02.03.23	Health and Safety Policy	Hybrid Working now added	Pete Lacey	02.03.23