

Leading with Safety First

Our aspiration is to work together to provide a safe and thriving environment for everyone who interacts with The Crown Estate.

Our approach to deliver this includes:

- Improving our systems, and processes to enhance our performance and impact.
- Igniting exemplary and caring safety leadership throughout our business and supply chain.
- Imagining a new normal for safety, through building outstanding resiliency, championing new technology to reduce risk and spearheading innovation.

Health and safety comes first in all our business reviews and decisions. This means everyone within the Crown Estate, and working on its behalf, is responsible for thinking about health and safety from the outset, taking every opportunity to make our environments even safer and healthier.

Our key elements for managing health and safety include:

- Providing sufficient resources to enable our Health and Safety policy to be effectively implemented and to engage our stakeholders.
- Consulting, and working together, with employees, our supply chain, trade union representatives, enforcing bodies, our partners and customers.
- Providing information, instruction, training and supervision, to build and support competency throughout our organisation.
- Setting clear performance benchmarks and challenging ourselves to continually improve.
- Given our commitment to high standards, giving ourselves permission to innovate and also to fail where it is acceptable to fail; promoting learning and growth.
- Communicating our expectations and minimum standards and clearly defining roles and responsibilities.
- Developing our culture, systems and operations to build resiliency; championing transparency and continual shared learning in the event an incident does occur. Ensuring we see a positive impact from our reviews.
- Embracing opportunities in the promotion of personal and business wellbeing

Our Group Leadership Team and Board are ultimately accountable for health and safety and will create an environment to enable the implementation of our safety and health strategy; promoting psychological safety and a culture where people can challenge existing approaches so we can continually improve and reduce risk.

This Policy Statement is supported by our detailed management system and will be communicated throughout our business. It will be updated as our business objectives are updated and is endorsed by our CEO and Group Leadership Team.



Dan Labbad

CEO