

Health, Safety, and Security Policy Statement

Our commitment

This policy statement expands on the aspect of safe workplace in our [Code of Conduct](#). We are dedicated to conducting our business in ways that provide all employees with a safe and healthy work environment.

OUP is committed to the protection and wellbeing of its employees and to compliance with all applicable health and safety laws wherever we operate. In order to maintain compliance and continuously improve our performance, this policy and the supporting Global Health, Safety, Security, and Environment (HSSE) Management Framework, guide our health and safety initiatives and actions. We will review this policy regularly and update it as necessary.

Our approach

To address this commitment, OUP and every employee according to role and capability will:

- Seek to provide a safe and secure work environment to prevent injury and illness, and manage our obligations to measure and continually improve health, safety, and physical security management and performance
- Conduct internal reviews to help the Press gauge the effectiveness of our health and safety management systems in each country where we operate; set appropriate targets based on risk; and instigate appropriate actions to reduce significant risks to an acceptable level
- Establish clear roles and responsibilities described in the Global HSSE Framework, for health, safety, and security and make operational leaders and employees responsible for compliance and performance
- Provide managers and employees with the education and training they require to understand their responsibilities; work hard to build a culture where everyone recognizes and is committed to their personal responsibility for safe working
- Develop and maintain adequate policies and procedures to ensure hazards that could cause harm are identified
- Seek to eliminate and control the risk of injury or ill health to our employees or others directly affected by our operations
- Define and communicate clear health and safety objectives and regularly monitor their effectiveness, reviewing and revising systems in response to lessons learnt
- Provide adequate and appropriate resources for this policy to be implemented successfully
- Communicate openly with our employees and other interested parties regarding health, safety, and security topics.

This policy statement is successfully implemented by OUP's management and employees working in partnership to develop and implement our health, safety, and security arrangements.

Furthermore, we expect all employees to take reasonable steps to ensure their actions and decisions contribute to a healthy and safe work environment and that all work-related hazards, accidents, and ill-health are reported as required.

Nigel Portwood

Chief Executive

Oxford University Press

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