LANGHAM
HOSPITALITY GROUP

HEALTH, SAFETY AND WELLNESS POLICY

PURPOSE OF THIS POLICY

At Langham Hospitality Group ("the Group"), we are committed to promoting a safe, healthy, and supportive work environment for all employees and stakeholders. We recognise that employee health, safety, and well-being are critical aspects of sustainable business practices, aligned with Environmental, Social, and Governance (ESG) requirements. This Health, Safety and Wellness Policy ("the Policy") outlines our commitment to maintaining high standards of health, safety, and wellness, and provides a framework for managing and improving our performance in these areas.

SCOPE AND APPLICABILITY

This Policy applies to all business units of our organisation, including hotels, restaurants, regional offices, and global sales offices, as well as all aspects of our organisation's operations.

Our objectives include:

- Ensuring compliance with applicable health and safety laws, regulations, and industry standards.
- Identifying and managing workplace hazards to prevent accidents, injuries, and illnesses.
- Promoting employee wellness through programs that enhance physical, mental, and emotional health.
- Encouraging a work-life balance that supports employee well-being.

GENERAL PRINCIPLES

Compliance and Legal Requirements

- We are committed to complying with all applicable health and safety laws, regulations, and ESG requirements.
- We establish and maintain programs and procedures to ensure ongoing compliance and adherence to these standards.

Hazard Identification and Risk Management

- We conduct regular assessments to identify workplace hazards and evaluate associated risks.
- We implement measures to eliminate or minimise hazards, following the hierarchy of controls.
- We provide training and resources to employees to enhance hazard-awareness and risk management capabilities.

Health and Safety Performance

- We establish key performance indicators (KPIs) to measure and monitor our health and safety performance.
- We regularly assess, audit, and report on our progress towards achieving our health and safety objectives.
- We use the findings to drive continuous improvement and enhance our health and safety practices.

Employee Wellness and Support

- We promote employee wellness by providing resources and programs that support physical, mental, and emotional well-being.
- We encourage employee participation in wellness activities and initiatives.
- We provide access to professional support services, such as employee assistance programs, to address personal and work-related challenges.

Training and Education (L&D)

We provide comprehensive health and safety training to all employees, including new hires, contractors, and temporary workers.

We ensure that employees have the necessary knowledge and skills to perform their tasks safely and contribute to a culture of safety.

Emergency Preparedness and Response

- We develop and maintain emergency response plans to effectively manage and mitigate emergencies, accidents, and incidents.
- We conduct drills and exercises to test the effectiveness of emergency procedures and enhance preparedness.

Stakeholder Engagement

- We actively engage and communicate with stakeholders, including employees, contractors, customers, and regulatory bodies, regarding health, safety, and wellness matters.
- We seek input, address concerns, and collaborate with stakeholders to improve our health, safety, and wellness practices.

Continuous Improvement and Accountability

- We regularly review and update this Policy to ensure its relevance and effectiveness.

- We assign responsibilities and accountabilities for health, safety, and wellness management at various levels within the organisation.
- We establish mechanisms for reporting incidents, near misses, and potential hazards, fostering a culture of accountability and continuous improvement.

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