

HEALTH AND SAFETY POLICY STATEMENT

February 2022

At Superdry, we recognise that an individual and consumer's health, safety and wellbeing is far more important than any of our day to day activities. Our Health and Safety responsibilities are critical in achieving our business objectives, and we won't compromise them to achieve our vision. Therefore, we are fully committed at all levels of our organisation to take practical steps to ensure a safe environment for our colleagues, customers, contractors and visitors. We'll always take the most appropriate measures to ensure that our products and operations do not cause any harm or pose an unacceptable risk.

We expect our leaders to take responsibility for the risks created by their activities. They must ensure that approved processes are in place to control risks to an acceptable level by demonstrating a commitment to health and safety in our leadership behaviours and challenging unsafe behaviours and conditions. We actively encourage our colleagues to do the same, which is essential in helping us to maintain a positive safety culture.

We want all colleagues to have the tools to help them drive safety and wellbeing improvements locally, including their personal, physical, and mental health at work.

We're committed to training our colleagues to make sure that they have the right knowledge, skills, attitude, and experience to discharge their responsibilities and maintain a safe working and retailing environment for all.

When reviewing policies and procedures, we always consult with our colleagues to ensure that those involved in activities can positively influence the outcome before making any changes. In addition, we'll always communicate changes affecting our health and safety arrangements in various ways to the target audience to ensure the changes are fully understood and effective.

Our business policies and procedures have evolved and are subject to formal review to ensure they remain compliant with Government legislation, best practice and findings from our periodic review and audit processes. However, successful implementation of our policies and procedures requires the wholehearted commitment of everyone to take reasonable care of their safety and for other people who may be affected by their acts or omissions.

Full details of the organisation and arrangements for Health and Safety are outlined in the Health and Safety Policy.



Julian Dunkerton CEO