

Environment, Health, Safety & Wellbeing Policy Statement of Intent

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Committee Sign-off
Executive Committee

Sign off date
November 2025

Issue date
November 2025

Next review date
November 2026

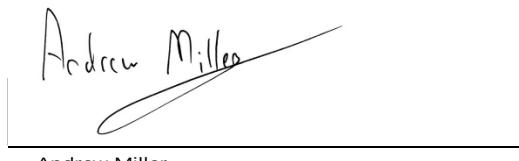
**Motability
Operations**

At Motability Operations Ltd (MO), environment, health, safety and wellbeing (EHSW) are at the core of everything we do.

MO ensures the highest EHSW standards in all its activities, by complying with relevant EHSW regulatory requirements and implementing best practice.

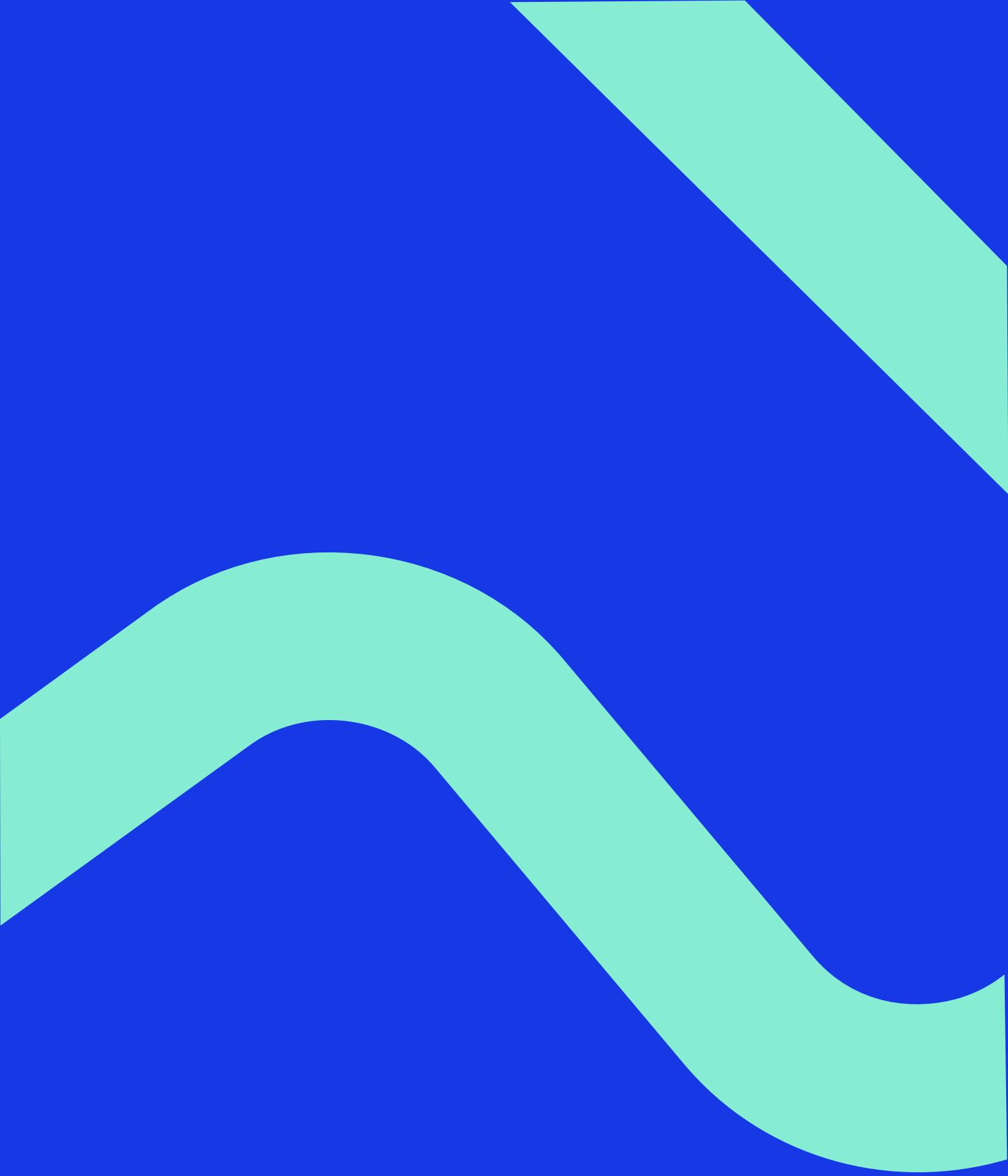
MO is committed to:

- protecting the safety, health and wellbeing of all in the organisation by seeking to prevent work-related injuries, ill health, disease and continually evaluating safety and health hazards, with maintenance of effective risk assessments.
- managing our environmental impacts, systematically and continuously improving our environmental performance. We actively promote sustainable practices across our organisation.
- management of local biodiversity, natural resources, and climate change, lifecycle of our products and services.
- reporting and investigating EHSW events, including accidents, near misses and environmental incidents.
- ensuring that employees and their representatives are consulted and encouraged to participate in all aspects of EHSW.
- providing information, instruction and training for our managers and employees to enable them to work in a safe, healthy manner and minimise their impact on the environment.
- ensuring planning and decision-making that impacts on EHSW is risk-informed and subject to suitable independent challenge, together with implementing a monitoring regime that maintains oversight of EHSW performance and the delivery of EHSW objectives and targets.
- ensuring appropriate reporting mechanisms are in place to communicate our EHSW performance to our stakeholders and interested parties, in-line with our approach to sustainability.
- ensuring that this policy supports MO's Corporate Governance Framework and Sustainability Strategy, which outline our commitment to environmental stewardship, social responsibility, and good governance.



Andrew Miller

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Chief Executive



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