



WILLIAM GRANT & SONS

## ROLE PROFILE

<b>Job Title</b>	Health and Safety Leader - OBU
<b>Business Unit / Group Function</b>	OBU
<b>BU Team / Sub-Function</b>	Health and Safety
<b>Location</b>	SBP
<b>Team Leader</b>	Health and Safety Director
<b>Team Members</b>	Yes
<b>Job Level</b>	3A
<b>Role Purpose</b> To ensure that appropriate systems and processes are developed and implemented such that the OBU are fully compliant with all relevant Health & Safety legislation and WG&S standards. To influence and coach OBU leaders to drive consistent best practice and culture globally.	
<ul style="list-style-type: none"><li>• Develop, implement, and refine the ongoing global approach for OBU Health and Safety, to ensure that the company is not exposed to regulatory breaches and significant risks, through the evaluation of statistical data and knowledge of corporate, industry and wider external trends and developments.</li><li>• Lead and work with Business Leaders to develop both the Distilling and Packaging compliance programs that are required to meet the relevant safety, process safety, ISO, and internal standards. Ensure that the external audit processes e.g. ISO are value adding activities providing process improvements by comparison with external business best practice.</li><li>• Establish uniform and consistent reporting mechanisms to evaluate effectiveness of the plans and analyse the resulting performance. Analyse, prioritise and communicate this performance at relevant forums co creating action plans to drive improvements, which will be reported at OBU Board and H&amp;S Cross Functional Team.</li><li>• Ensure the investigation of all accidents / incidents and near misses and timely recommendations to prevent further occurrence. Participate in and or chair key internal forums / workshops including H&amp;S Leadership meetings.</li><li>• Identify and assess key Operations business safety risks for the Group Risk Register and work with the Internal Audit function to develop effective processes and controls to manage those risks across all sites.</li><li>• Manage and negotiate the global Operations response to the ongoing global site Insurance inspections program and the Employee and Third-party claims management process.</li><li>• Develop and execute annual Emergency Response / Crisis Management Exercises at Operations and other relevant sites including tabletop exercises at commercial and administrative sites. Review existing process for improvements with BCP leader.</li></ul>	



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- Devise and implement specific tools, processes, and interventions (including risk management frameworks, audit methodologies and programmes) appropriate for the OBU business. Identify training gaps, develop training materials, and roll out H&S training across all business areas.
- Manage a diverse team of safety professionals including Process Safety Team reviewing competency and spread of team to provide the best safety support to the operations parts of the business.
- Represent the organisation at relevant industry bodies and with local and regional regulators.
- Demonstrate behaviours in line with our diversity and inclusion aim, which is to create and promote a diverse and inclusive culture at WG&S where ideas, differences and views are respected and where all employees are encouraged to create their own personal legacy.