



## Health, Safety and Welfare Policy Statement

# “Everyone home safe every day”

We hold the health, safety, and welfare of our employees, clients, and communities we serve at the forefront of our operations. We are committed to fostering a culture of safety, wellbeing, and continual improvement through our commitments and practices.

### Our commitments

- **Safe and Healthy Working Conditions:** We pledge to provide a safe place of work, safe systems of work, safe equipment, materials and substances, competent personnel and adequate resources to support our efforts.
- **Employee Empowerment and Competence:** We value our workforce and commit to:
  - Encouraging open consultation on matters affecting health, safety, and welfare.
  - Providing comprehensive training and support to ensure all employees are competent and capable to perform their work.
  - Equipping our team with the necessary resources and tools to uphold high standards.
- **Proactive Risk Management:** Our workforce are expected to actively participate in:
  - Identifying and mitigating unsafe acts and conditions.
  - Implementing risk assessments and adhering to control measures, always prioritising hazard elimination, then risk reduction, using engineering controls, using administrative controls, and using PPE only as a last resort.
  - Ensuring work equipment is fit for purpose and properly maintained.
  - Maintaining high housekeeping standards
- **Shared Responsibility:** We consider safe behaviour to be a fundamental condition of employment. Everyone is responsible for:
  - Undertaking work, using equipment and materials in accordance with guidance.
  - Cooperating with others both inside and outside the organisation.
  - Stopping work if it poses an unacceptable risk to safety or health.
  - Applying high housekeeping standards.
  - Not interfering with, or misusing, anything provided for the purpose of health and safety.

- **Legal compliance and Continual Improvement:** We view legal compliance as the minimum acceptable standard, instead we aim to exceed legal requirements through a process of continual improvement.

### Implementation and Monitoring

- **Leadership and Governance:** The Managing Director, supported by the management team, will oversee the policy's implementation, ensuring everyone contributes to creating a safe and healthy workplace as part of our operations.
- **Resources and Facilities:** Adequate resources and welfare facilities will be provided to all employees, ensuring everyone can perform their duties safely and healthily.
- **Continuous Learning and Adaptation:** This policy will be reviewed regularly to adapt to new insights, feedback, and evolving standards, ensuring our practices remain at the forefront of health, safety, and welfare management.

Our commitment to health, safety, and welfare is integral to our success and reputation. By embodying the principles outlined in this policy, we not only protect our people, but also contribute to a safer, healthier, and more sustainable future for all stakeholders.



Original Signed

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