

Health and Safety Policy Statement

The Company recognises that it has a responsible to ensure that all reasonable precautions are taken to provide and maintain working conditions which are safe, health and comply with all statutory requirements and, where applicable, contractual duties of care, recognising in particular out responsibility under the Health and Safety at Work Act 1974, Management of Health and safety at Work Regulations 1999 (as amended) and the Corporate Manslaughter and Corporate Homicide Act 2007.

We will, so far as reasonably practicable, through the Chairman, CEO and Board of Directors, ensure that all persons designated with responsibilities, and across all our undertakings, determine, so far as is reasonably practicable:

- (a) The assessment of hazards and risks relating to the business and all its undertakings, ensuring the health of safety of our employees, learners, and visitors and those affected directly or indirectly by our activities.
- (b) Where deemed necessary as a result of assessment, the provision and maintenance of equipment and the implementation of related safe operations procedures.
- (c) Arrangements for the safety associated with the use, handling, storage and transport or articles and substances.
- (d) The provision of instruction, training, induction, and supervision to ensure the health and safety at work of employees, learners and others affected by our activities.
- (e) The maintenance of any workplace under our control, to ensure it is in a safe condition and suitable for all work activity.
- (f) The provision of a safe means of access to and exit from the place of work.
- (g) The provision of adequate facilities and arrangements for welfare at work, including a commitment to the duty of care to learners and their safeguarding.

The Company is committed to ensuring their policies, procedures, organisation, and arrangements underpin the requirements of legislation, regulations, and contractual undertakings where applicable, ensuring that employees and learners are aware of their entitlement to work and learn in safe, healthy and supportive environment.

No health and safety policy is likely to be successful unless it involves its employees and gains their commitment to their own health, safety, and wellbeing as well as those they are responsibility for within the workplace and related work environments.

Every employee is therefore required to take reasonable care for his or her own health, safety, and welfare and that of others who may be at risk by their acts or omissions.

The appropriate reporting of hazards, risks, and unsafe working conditions, wherever our responsibilities extend, is the duty of everyone associated within the business.

Whilst these duties and responsibilities across the group can and will be delegated, the accountability of achieving them clearly remains with the Chairman, CEO and Executive Board. The policy will be reviewed at least annually and / or when operating conditions or underpinning guidance changes.

A copy of this statement is located electronically for the attention of all employees and will be signed and dated at all points where it is communicated.

Signed 

Printed Name Simon Rouse

Job Title CEO

Date 20 October 2023