



Health & Safety Policy Statement

The Society's Board, the Chief Executive and the Executive of the Society recognise their legal duty of care towards protecting the health and safety of the Society's colleagues, any contractors, visitors or customers to our sites, and the children in our nursery settings.

The Society assesses the health and safety risks within all its operations and develops and implements suitable working standards to minimise such risk so far as is reasonably practicable.

Our aim is to provide and maintain a healthy and safe environment, with reducing accident numbers and levels of accident severity.

It is our policy to:

- Provide information and training where necessary, to achieve the required level of health and safety competence for all colleagues.
- Make regular inspections of Society sites and to identify risks by way of risk assessment and take steps as are required to reduce such risks to an acceptable level.
- Monitor the effectiveness of the Society's working practices and standards, making improvements and changes as necessary to meet our duty.
- Provide an organisational structure that clearly defines the responsibilities for health and safety and in doing so ensure the systems and procedures relating to this policy statement are applied.
- Ensure, by way of control measures, that any persons or company who is contracted to carry out work on behalf of the business also demonstrates commitment to health and safety.
- Bring this policy statement to the attention of all colleagues, and to encourage and seek their co-operation in supporting the Society in its efforts to achieve and maintain a safe environment.

This policy statement, together with the associated organisational arrangements and procedures, will be subject to regular review to reflect the Society's commitment to health and safety.

A handwritten signature in black ink, appearing to read 'Phil Ponsonby', is written over a faint, light blue rectangular stamp.

Phil Ponsonby
Chief Executive

November 2025