

Ivor Shaw Limited (trading as Pennine Healthcare) recognises that health and safety management is equal in importance to that of sales, product quality, costs and production management or similar.

We are committed to ensuring that everything, reasonably practicable, is done to prevent injury and ill health throughout its operations, and to maintain a safe and healthy place of work.

Pennine aspires for a zero harm safety culture; we do this by **controlling risk to prevent harm**. We will continually seek ways to improve our health and safety performance for the prevention of incidents that cause injury, ill health or loss by using suitable control measures.

We require line managers to implement and monitor the company policies, procedures or arrangements, ensuring these are adhered too. All employees must follow Company policies, procedures or arrangements and are responsible for reporting behavioural failing or breeches from such policies.

The Board of Directors endorses the above Health and Safety Policy Statement with the following objectives and targets:

- ✓ Allocate and provide adequate resources to fulfil this Health and Safety Policy Statement, its objectives and legal compliance.
- ✓ Ensure organisational responsibilities are clearly defined and all employees are fully aware of their responsibilities regarding health and safety.
- ✓ Systematically manage, identify, assess and control hazards and risks.
- ✓ Provide and maintain safe equipment, infrastructure, systems and conditions of work.
- ✓ Provide adequate and effective instruction, training and supervision.
- ✓ Provide adequate fire safety systems, occupational health programs, and welfare facilities.
- ✓ Involve employees in consultation at all levels by establishing and maintaining a Health and Safety Committee and use systems that aid employee involvement in the risk control process.
- ✓ Continually improve Health and Safety performance by implementing corrective actions from incidents, investigations or audit findings.
- ✓ Regularly review and revise company policies and procedures and monitor progress against performance improvement targets.

## Current Targets

Policy

- Create and maintain a management system for health and safety arrangements.

Plan

This Policy was approved on 28<sup>th</sup> June 2023 and will be communicated to stakeholders and reviewed periodically by the Board of Directors.



Graeme Cameron  
Chief Executive Officer