

Health and Safety Policy Statement

Version number	2.0a	Type of document	Policy Statement
Audience	All staff, visitors and contractors who are involved in any way in duties for Millbrook Healthcare Ltd		
Approved by	Head of Risk Quality and Corporate Governance	Date Approved	13/02/2025
Policy Author	Health Safety and Environment Manager		
Review Period	Annually	Review Due Date	12/02/2026
Forms / Further Information	Refer to supporting Health and Safety Management System Policy		

Policy Statement

The Company is committed to providing the highest standards in all of its business undertakings. In doing so, it recognises that protecting the talents, energies and safety of its employees is an essential objective for sustaining and developing its position in the marketplace and is a primary responsibility of management at all levels. The Company CEO has overall responsibility for this policy. Day to day responsibility for ensuring this policy is put into practice is delegated to the company Health, Safety and Environment Manager.

It is the Company's firm resolve, to so far as is reasonably practicable, comply with applicable statutory requirements and encourage employees to contribute to their own health, safety and welfare and that of their colleagues and any individuals affected by the Company's undertakings.

The principal elements of this Policy are:

- Disseminate this policy to all staff, visitors and contractors who are involved in any way in duties for Millbrook Healthcare Ltd
- To prevent injury and ill health through a commitment to reduce and maintain lost time accidents and incidents to zero as well as reducing accidents and incidents without lost time to an acceptable minimum.
- To establish and maintain sufficient resources and infrastructure to support health and safety objectives and maintain the Health and Safety Management System.
- To initiate and maintain a business culture of continual improvement in health and safety management and health and safety performance.
- Maintain a Health and Safety Management System that continues to comply with the international standard BS EN ISO 45001:2018 and to form a framework for setting and reviewing health and safety objectives.

- To maintain an accurate knowledge of applicable health and safety legislation, approved codes of practice and official guidance. The Company will ensure that it at least complies with the applicable legislation. All other guidelines, to which it subscribes, are taken into account when establishing, implementing and maintaining its Health and Safety Management System.
- To provide such information, instruction, training and supervision as necessary to ensure that any person(s) under its control performing tasks that can impact on health, safety and welfare are competent. Where necessary, the Company will retain associated records.
- To provide a working environment that is safe, healthy and adequate regarding facilities and arrangements for welfare at work; the maintenance and means of safe access and egress, the provision and maintenance of safe plant and safe systems of work.
- To provide safe arrangements in connection with the use, handling, storage, transport and disposal of articles and substances.
- To achieve the full co-operation and involvement of employees and contractors in attaining health and safety objectives, through participation, employee consultation and effective communication.

This Policy is communicated to all persons working under its control, with the intent that they are made aware of their individual obligations. All persons working under its control should also refer to the company's supporting Policy Arrangements for Health, Safety and the Environment.

This Policy and associated arrangements will be reviewed at least annually and revised as necessary to reflect changes to the business activities and legislation. Any such changes will be brought to the attention of all stakeholders and interested parties. This policy will routinely be audited to ensure that it remains relevant and appropriate to the Company.

A copy of this policy is available on its intranet systems as well as its website: