

## Health & Safety Policy Statement

At Cherwell Laboratories, we are fully committed to providing a safe and healthy working environment for all our employees, contractors and visitors. Both health and safety are integral to our business, and we recognise that proactive management of risks ensures a safer workplace, protects our employees and the environment.

### **Objectives:**

- To prevent accidents, injuries, and ill health in the workplace
- To comply with all relevant UK health and safety legislation, including the Health and Safety at Work Act 1974, Management of Health and Safety at Work Regulations, and any other applicable regulations and codes of practice
- To promote a culture where health and safety are core to our values and activities

### **Our Commitments:**

#### **1. Leadership and Accountability:**

Senior management are responsible for ensuring that appropriate resources, training, and supervision are provided to maintain a safe workplace. Line managers will actively promote safety standards and ensure that health and safety measures are effectively implemented.

#### **2. Risk Management:**

We will identify hazards, assess risks, and implement effective control measures to eliminate or reduce the risk of injury, illness, and accidents. Regular risk assessments will be conducted, and actions will be taken promptly to mitigate any hazards identified.

#### **3. Training and Competence:**

We will provide our employees with appropriate training to ensure they are competent in their roles and understand the health and safety risks associated with their work. All employees are expected to follow safety procedures, report hazards, and take personal responsibility for their safety and the safety of others.

#### **4. Employee Consultation and Participation:**

We believe that the success of our policy can only be achieved through the collaboration of all employees. We will engage with our workforce on health and safety matters, encouraging open communication and the reporting of concerns, near misses and accidents.

#### **5. Continuous Improvement:**


Health and safety performance is regularly monitored and reviewed to ensure continuous improvement. We will investigate all accidents, incidents, and near misses to learn lessons and prevent future occurrences.

#### **6. Emergency Preparedness:**

Adequate emergency procedures are in place, and all employees will be trained to respond effectively to potential emergency situations.

### **Responsibility:**

Everyone at Cherwell Laboratories has a duty to take reasonable care of their own health and safety, and that of others who may be affected by their actions. Health and safety are a shared responsibility, and everyone is expected to contribute to maintaining a safe working environment.

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| Signed:  | Position: Director of Operations |
|   | Date: December 2024              |