



HEALTH AND SAFETY POLICY – 2026/2027

Our Policy is to maintain a safe and healthy working environment for all of x+why employees, visitors, and contractors.

Below, we set out the equal importance to the achievement of how x+why will set out to ensure that we adhere to this in accordance to the Health and Safety At Work Act 1974 and The Management of Health & Safety at Work Regulations 1999.

In particular I will use reasonable endeavours to ensure that x+why maintains the following safe systems of working:

- 1) The provision of and maintenance of plant and systems of work that are, as far as is reasonably practicable, safe and without risks to health.
- 2) Arrangements for ensuring, as far as is reasonably practicable, safety and absence of risks to health in connection with the use, handling, storage, and retrieval of goods from storerooms and furniture deliveries via manual handling tasks.
- 3) The provision of such information, instruction, training, and supervision as is necessary to ensure, so far as is reasonably practicable, the health, safety & welfare of all of my employees.
- 4) The maintenance of any place of work frequented by my employees in a safe condition without risks to health. This will include the provision and maintenance of safe access and egress in any emergency from any premises where my employees are required to attend.
- 5) The provision and maintenance of a working environment for my employees that is, as far as is reasonably practicable, safe, without risks to health, and adequate as regards facilities and arrangements for their welfare and general wellbeing.
- 6) The provision of a Premises Site Plan to incorporate x+why activities in relation to how we manage our facilities.

In pursuance of this I will regularly consult with all of my employees regarding their health and safety in accordance with The Health & Safety (Consultation with Employees) Regulations 1996 & The Management of Health & Safety at Work Regulations 1999. Our Health and Safety Policy is set out with continuous improvement at the forefront in the mind of x+why, that is why I must remind employees that they also have a duty under the Health and Safety at Work Act 1974 to report any unsafe conditions or concerns of safety to their line manager.

You must not put you or anyone at risk by undertaking unsafe acts, with your continued support and reporting of such issues, we will continue to meet continuous improvement of safety here at x+why.

I will continually review this health and safety policy document and provide amendments, as necessary. I will also review and reissue this policy statement no later than 1st April 2025.

Signed.....*Rupert Dean*.....

Rupert Dean

Date: 01/01/2026