



United Welsh will:

1. Ensure that this policy and its objectives are understood, implemented and maintained at all levels in the organisation
2. Protect employees, clients, contractors and the general public from ill-health, work related injury, or disease.
3. Promote employee well-being, in terms of physical and mental health, and the provision of a safe working environment.
4. Be committed to achieving a strong health and safety culture
5. Be committed to achieving high levels of occupational health and safety performance and strive for continuous improvement.
6. Review this policy at least annually.
7. In order to gain the full commitment of employees, ensure that:
  - employees or their representatives are involved and consulted on matters of health and safety.
  - all employees at all levels are aware of their general and specific responsibilities for health and safety.
  - all employees at all levels receive appropriate information and training, and are competent to carry out their duties and responsibilities.
  - the fostering of employee involvement in health and safety matters is actively pursued.
9. Seek expert external advice where required to determine the risks to health and safety within the establishment and the precautions required.
10. Identify health and safety hazards and the adoption of appropriate risk control strategies.
11. Define health and safety responsibilities, set and publish specific health and safety objectives, and monitor its performance.

Details of management and employee's duties, risk control measures and arrangements for implementing this policy are set out in detail in the United Welsh Health and Safety Documentation, copies of which are accessible to all staff via the intranet.

In particular the Group Chief Executive, Lynda Sagona, is responsible for Health and Safety policy formulation, implementation and development. She and the other members of the Executive Team recognise that failures of health and safety management are their responsibility.

Signed:  Lynda Sagona, Group Chief Executive

Date: 8.1.2019