



RBLI Health and Safety Policy Statement of Intent

With the position of CEO comes a host of responsibilities, none more important than being ultimately responsible for Health and Safety (H&S) matters at Royal British Legion Industries (RBLI); a responsibility I take very seriously and expect those working for the RBLI to do likewise.

The senior management team and I believe that workplace safety related incidents and illnesses should be preventable, as such we are committed to the development and maintenance of a safety management system that assists in achieving our objective of safeguarding the health, safety and wellbeing of RBLI employees, regardless of their position and place of work. Our duty of care responsibilities also extends to the safety of our contractors, visitors to our premises and anybody that may be affected by our undertakings.

Our ultimate goal is the creation of a safe workplace with safe systems and associated policies and procedures that not only fulfil our legal duties but, are clear concise, fair and just. These arrangements will include (but are not limited to) consideration for occupational health and safety, and for the provision and maintenance of:

- safe access to and egress from site and place of work,
- a safe place and system of work,
- safe tools, plant, and equipment,
- suitable and sufficient information and training
- competent supervision and,
- adequate welfare facilities.

The above will be supported and achieved by making arrangements for:

- the identification of workplace and occupational hazards
- the evaluation of the associated risks and,
- establishing control measures that remove the hazard or reduce the risk to an acceptable level.
- establishing forums for the discussion and promotion of safety matters with the employees
- establishing clear lines of communication to and from management.

Achieving the objectives

Whilst fully accepting my responsibilities I realise achieving our objectives will take the involvement of the whole team, not just the management team, hence all employees (regardless of position), are required to familiarise themselves with their legal and general duty of care responsibilities and the policies and procedures prescribed and explained within the RBLI H&S manual.

Control of Contractors and other such workers

Whilst we cannot accept any legal responsibility placed on our stakeholder or contracted company's management, as an employer to their employees, and whilst not withstanding our legal duty of care, we do expect them to have clearly defined arrangements for the H&S of their employees that meet or better those of RBLI, as such this policy statement and associated support policies is to be made known to the third party during any contractual setting up process.

Communicating the safety message

Everyone should proactively promote safety within the workplace; managers are expected to actively involve their employees in the continued development and deployment of their department's safe systems or work, and employees are expected to cooperate with management on all matters relating to achieving the safety objective and management's legal responsibilities.

This statement and the policy manual will be regularly reviewed, the statement is to be openly displayed on the departmental notice board and is to be brought to the attention of the employees whenever such reviews and or amendments have been undertaken.

Lisa Farmer

Chief Executive, 18 May 2022