

# HEALTH AND SAFETY POLICY STATEMENT



HTS (Property & Environment) Limited (the Company) delivers housing repairs and maintenance as well as environmental works for Harlow Council.

The Company recognises its responsibility under current Health & Safety legislation and believes that incidents are preventable and this belief underpins our commitment to people and assets. We will ensure that all workplace risks are identified and mitigated to an acceptable level and we will strive to create a successful sustainable safety culture and continual improvement in all our operations

The Company is actively committed to the provision of strong, active and visible leadership; the engagement of the workforce in the promotion and achievement of healthy and safe conditions and the formal assessment and review of the company's performance. The Company will provide adequate resources, information and training to ensure that the Management Teams can deliver this policy. This commitment ensures that standards and objectives set out in our Safety, Health, Environmental and Compliance (SHEC) Management System, together with appropriate local arrangements, are delivered.

To deliver this, we will:

- Ensure our safety core values are communicated to all employees and stakeholders, making health and safety a priority.
- Through visible and active leadership, ensure that employees are aware that working safely is a condition of employment.
- Strive to eliminate hazards and reduce workplace health and safety risks.
- Ensure employees are trained to undertake the tasks required.
- Ensure employees are empowered to delay or postpone any activity that is considered unsafe or in contradiction to our core values.
- Integrate health and safety matters into our business decisions.
- Engage with our stakeholders, business partners and supply chain colleagues to ensure that they adhere to standards and practices that meet or exceed expectations of this policy.
- Comply with applicable Health and Safety legislation and any other legal requirements while striving to achieve all best practice.
- The company is committed to continual improvement and ensure that our SHEC management system is maintained to accreditation standard ISO 45001:2018 as well as regular public reporting of our safety performance.
- Provide our employees with information on health and wellbeing.
- Undertake regular reviews of this Health and Safety Policy Statement to ensure it remains relevant and appropriate to our business activities.
- Comply with client-specific requirements including (but not limited to) occupational health, working hours and fatigue management.
- Enhance performance based upon behavioural programmes, observations and coaching.
- Investigate all significant incidents and near misses and aim to prevent reoccurrence.
- Promote a positive health and safety culture within our organisation through consulting and openly communicating with workers and workers' representatives on matters of health and safety.

Senior management will review this policy annually and establish objectives and targets that are consistent with the Company's objectives.

This Health and Safety Policy Statement will be communicated and made available to all employees, stakeholders, business partners and any other interested parties.



John Phillips  
Managing Director

For and on behalf of HTS (Property & Environment) Limited  
February 2023