

Health and Safety Policy – Statement of Intent

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H&S Statement of Intent	Date of Issue: 16/09/25	Issue No.2	Pages 1 of 1

This document sets out PenCarrie's intent to manage the health and safety risks of our operations to ensure that so far as is reasonable and practical, we protect our Team Members, customers, visitors, contractors and all others that interact with our operations. Our policy is designed to comply with all relevant laws and regulations.

1. The board of directors for PenCarrie are firmly committed to doing all that is reasonably practicable to protect the health, safety and welfare of our team members and any other person affected by our activities through applying the high standards set out within this policy.
2. The board, led by the Chief Executive, has overall responsibility for ensuring that we maintain high standards of health and safety, and will ensure that suitable monitoring and measuring of health and safety performance is in place.
3. The day to-day running, and the health and safety of our operations is the responsibility of the Operations Director who will ensure adequate resourcing, funding, time, effort. etc is committed to the implementation of this policy.
4. We know at PenCarrie, that when it comes to our people, their success is our success. By providing a healthy and safe workplace, we enable them to be the high performing team they need to be to deliver the values we pride ourselves on.
5. We manage our health and safety risks with a clear people-centred focus. We understand that our teams work in fast changing environments and therefore need to have the systems and support around them to succeed day in and day out.
6. As a business that operates in fast paced environments, we work hard to build in safety and resilience by identifying the highest compliance risks to our organisation, making them a priority for the organisation's compliance controls, policies and procedures.
7. Directors and Managers will, in particular, take all reasonably practicable steps to:
 - Provide and maintain a safe and healthy working environment, including effective communication, safe access arrangements and suitable welfare facilities.
 - Provide information, instruction, training and supervision to enable team members to perform their work safely, including displaying a copy of this policy at every location and ensuring all new starters are taken through the relevant parts of this policy at induction.
 - Undertake risk assessments to reduce risks so far as is reasonable and practical, and manage any residual risks by implementing suitable and sufficient mitigations.
 - Define, by their decisions and interactions, the high performing culture that we pride ourselves on.
 - Be a learning organisation by proactively looking for opportunities to learn and avoiding blame.
 - Be prepared for emergencies such as fire and medical emergencies and investigate all incidents of injury or ill health.
8. PenCarrie do health and safety **with** our people, not **to** our people and therefore require the cooperation and coordination of our Team Members and all that may work with us, to ensure the implementation of this policy, the suitable and sufficient management of risks and compliance with the relevant legislation. **This Health and Safety Policy Statement and the Organisation and Arrangements that support it will be reviewed at least annually, or when changes are made that render them to be invalid.**

Mark Campbell
Chief Executive
Signed:



Mark Campbell on behalf of the Board of Directors

Date: 18/09/25

