



Health and Safety Policy

NIDO (NIDO MANAGEMENT UK LTD and associated companies) recognises its health and safety duties under the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations and accompanying protective legislation.

NIDO are committed to providing a safe and healthy workplace for all NIDO employees, residents, clients and other parties who may be affected by our activities.

Health, Safety and Wellbeing performance will be given the highest priority at all times by systematically identifying, assessing and managing risks and monitoring performance against our objectives.

We are committed to continual performance through learning from experience. We shall engage with all of our staff, residents, clients and suppliers so that everyone is enthusiastically involved in managing risk.

NIDO will:

- Provide the appropriate financial and physical resources;
- Provide adequate controls to manage health and safety risks;
- Provide their employees with safe places of work with safe access and egress, and safe systems of work;
- Provide and maintain safe plant and equipment;
- Provide for the safe use, handling, storage and transport of all articles and substance used;
- Ensure all of their employees are competent to do their tasks by providing adequate training, information, instruction, consultation and supervision;
- Consult with their employees on the policies, procedures and other arrangements of this manual as they are reviewed;
- Identify statutory requirements as a minimum acceptable level of health and safety performance;
- Monitor performance through record keeping, management meetings, 1 to 1 meetings and supervision;
- Report on performance, via a quarterly health and safety committee, to the senior management board;
- Take action to ensure any necessary improvements are completed in a timely manner;
- Aim to prevent accidents and cases of work related ill-health;
- Plan regular reviews to continue to develop the policy in order to remain consistent with best practices;

In conjunction with this policy, a procedures manual has been designed to provide all guidance necessary to ensure that all employees can discharge their duties under relevant health and safety legislation while at work.