

1st Defence Medical LTD.

HEALTH AND SAFETY

POLICY

04/12/2025

1st Defence Medical LTD. - HEALTH AND SAFETY POLICY

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Statement of Intent:

We express our unwavering and resolute commitment to the continuous enhancement of health and safety standards throughout our organisation.

It is our imperative to safeguard the health and safety of all individuals potentially affected by our operational activities, encompassing staff, those employed by us or working under our supervision, members of the public around us, and patients.

We are dedicated to adhering to health and safety legislation and complying with the directives of the Health and Safety Executive and other pertinent regulatory authorities.

Our policy underscores our active dedication to making health and safety at work integral to our business model, recognising that a secure working environment contributes significantly to our organisational success.

Responsibilities:

It is the responsibility of all medical personnel to proactively identify and mitigate risks while strictly adhering to established policies and procedures consistently.

Health and Safety Officer: Anna Barker

For any health and safety concerns during your shift, please promptly contact Anna Barker at 07464 712069.

Arrangements:

1.0 Awareness of Health and Safety Hazards

It is imperative that all personnel possess a comprehensive understanding of the pertinent health and safety hazards and risks associated with their work environments.

1.1 Health and Safety Policy Statement

We are committed to ensuring that all staff members, as well as individuals working under our supervision, are fully apprised of this policy and understand our dedication to its effective implementation. This Policy will be accessible on our website to maintain transparency.

1.2 Communication and Consultation

We will foster a culture of active communication and consultation, ensuring that health-related issues and safe working practices are integrated into both formal and informal dialogue whenever feasible.

1.3 Management Roles and Responsibilities

The roles and responsibilities concerning health and safety will be explicitly outlined within staff job descriptions or profiles. Senior management will guarantee that: - Sufficient resources are allocated to address health and safety matters effectively; - The achievement of health and safety objectives is rigorously assessed, controlled, and monitored; - Employee engagement is prioritised in the identification, implementation, and enhancement of health and safety protocols.

1.4 Hazard Identification

We will systematically identify health issues and safety hazards prevalent within our workplace. Additionally, we will ensure that all staff members, individuals operating on our premises, and visitors are made aware of these hazards in a timely and informative manner.

2.0 Competence

All personnel operating within or on behalf of our company possess the requisite skills and knowledge to perform their roles competently, and are empowered to take proactive measures to mitigate health and safety risks.

2.1 Health and Safety Training

We are committed to ensuring that our staff receive comprehensive training regarding health issues and safe working practices relevant to their duties, thereby guaranteeing their competence in execution. Furthermore, we will ensure that all individuals working for our company adhere to health and safety policies that safeguard both the welfare of our workforce and others who may be impacted by their activities.

2.2 Behaviour and Culture

Our management team, particularly senior managers, will serve as exemplars, demonstrating leadership in health and safety matters. They, along with all staff members, will be encouraged to challenge health and safety issues observed during visits to our workplaces and premises, ensuring that such matters are duly identified, evaluated, and managed. Staff and external workers will be empowered to raise any health and safety concerns with management, supported by systems designed to facilitate this process.

2.3 Risk Assessment and Management

We will conduct thorough assessments of risks associated with workplace health and safety hazards. Personnel and associates operating on our premises will be made aware of these hazards. We will implement measures to eliminate, diminish, or control risks to an acceptable degree, thereby minimising the potential for health issues, incidents, and accidents.

3.0 Compliance

Our operational activities will remain current with relevant legislation, and we will continuously strive to enhance our understanding of health and safety risks.

3.1 Incident Investigation

All accidents, incidents, and near misses will be reported and investigated to enhance our health and safety management. Appropriate corrective actions will be instituted to prevent recurrence and to integrate lessons gleaned from these events.

3.2 Measuring Performance

We will regularly review and report on our health and safety performance. Improvement strategies will be developed and enacted to ensure the safety and well-being of our staff, safeguarding them from harm.

3.3 Health and Safety Management Systems

We will implement robust management systems to ensure that we: - Comply with health and safety legislation, and - Continually enhance our health and safety performance.

4. Excellence

1st Defence Medical Ltd. is dedicated to achieving excellence in health and safety management.

4.1 Developing Innovative Practices

We will consistently promote, develop, review, and disseminate best practices in health and safety, both internally and externally.

4.2 Influencing Stakeholders and Customers

We will engage exclusively with partners who are committed to meeting our health and safety expectations while on our premises and who can substantiate their compliance. We will not endorse unhealthy or unsafe working practices encountered in our operations and will voice our concerns to the relevant authorities.

4.3 Work-Related Health

We will evaluate our occupational health risks and ensure that our personnel are well informed about the health risks that pertain to their tasks. Measures will be implemented to eliminate, reduce, or control occupational health risks to an acceptable standard, thereby minimising the likelihood of ill health. Health surveillance will be conducted to comply with health and safety legislation.

Policy Delivery:

Our policy will be executed through decisive action and by fostering a safety culture that: -
Instils personal responsibility for safe working among all personnel;

- Empowers individuals to challenge any potentially unsafe circumstances;
- Focuses on learning, fostering improved attitudes, and preventing future incidents; and
- Pursues health and safety excellence as the sole acceptable standard.

1st Defence Medical Ltd. will uphold health and safety management statements detailing the implementation of this policy within the workplace.

Policy Review:

This policy will take immediate effect and will be subject to ongoing review and amendment as necessary.

Christopher Lee

Director, 1st Defence Medical Ltd.

04/12/2025