

## Health, Safety & Wellbeing Policy – Statement of Intent

At EPIC, we believe that robust management of health, safety and wellbeing is an essential element within our business activities. Ensuring the health, safety and wellbeing of all colleagues, customers, contractors, visitors, and others who are in any way affected by the undertakings of our organisation is more important than ever and the Board of Directors and the Executive Team are totally committed to ensuring it is core to the DNA of EPIC.

From a legal perspective, we are committed to ensuring that we comply with all relevant health and safety legislation. Where it is reasonably practicable and possible to do so, we will strive to go beyond the requirements of legislation, with the aim of achieving best practice. Objectives and targets will be set and reviewed at least annually.

We also aim to develop a culture where continuous improvement in health, safety, and wellbeing is integral to all of our activities. We are committed to providing safe and healthy working conditions for the prevention of work-related injuries and ill health. We shall actively manage, where appropriate and possible to do so, the occupational health, safety, and wellbeing of all persons affected by what we do, be they employees, contractors, volunteers, customers, or members of the public. We will comply with all relevant laws, codes, guidance, and other requirements.

We recognise that we have responsibilities under the Health and Safety at Work etc. Act 1974, associated safety and fire regulations, and our general intentions are to ensure the:

- Provision and maintenance of equipment and systems of work that are safe and promote a healthy environment.
- Provision of information, instruction, training, and supervision.
- Maintenance of a safe and healthy working environment and access to and from it, with the provision of adequate welfare facilities.
- Identification and assessment of hazards and risks in the workplace to prevent incidents and accidents, including fires, from occurring where practicable.
- Provision of workforce participation opportunities, consultation, and access to competent advice in matters concerning fire, health, safety, and welfare.
- Demonstration of visible and active leadership and commitment to health, safety, and wellbeing operationally.
- Carrying out a holistic approach to protect our people (both physically, mentally, and their wider wellbeing), and to inspire them and keep them engaged.
- Consultation with our staff, through our Staff Focus Group, to assess employee feedback in relation to health, safety and wellbeing and ensure there are appropriate mechanisms for engagement and influence.

All colleagues are reminded of their personal responsibilities with respect to health, safety and wellbeing to themselves and others, and the need to cooperate with EPIC. We expect all colleagues to constructively challenge unsafe behaviours when they occur, recognising that there are a number of ways to raise concerns, including whistleblowing. Health, safety, and wellbeing are regarded as an integral part of every colleague's role. An appropriate level of resources and specialist support will be maintained to enable individuals to discharge their duties properly. This Statement will be reviewed annually, and when significant changes are made to the organisation, legislation or standards, or the assessments of risk alter. It is underpinned by a Health, Safety and Wellbeing Policy.

Signed: 

**Simon Wilson**  
Chair of the Board

Date:

29<sup>th</sup> MAY 2025

Signed: 

**Tracey Johnson**  
Chief Executive

Date:

29.5.25