# GENERAL H&S POLICY STATEMENT

The Boards of Directors, Chief Executive and the Executive Team for all companies that make up the Calico Group recognise their moral and legal duty to ensure, so far as is reasonably practicable, the health, safety and welfare of employees (including modern apprentices, temporary and agency workers) and others e.g. tenants, customers, volunteers, visitors, work experience students, contractors and members of the public, who may be affected by Calico work activities and/or attend Calico premises.

Every employee has a duty to co-operate and assist the Calico Group to abide by its statutory duties.

Furthermore, the Boards of Directors and Chief Executive will ensure that a process of reviewing performance of objectives is in place to drive continual improvement.

In order to minimise the risk of work-related injury or ill health, the Calico Group will:

* comply with all relevant health and safety legislation but particularly, the Health and Safety at Work etc Act 1974, the Management of Health and Safety at Work Regulations 1999, the Regulatory Reform (Fire Safety) Order 2005 and the Construction (Design and Management) regulations 2015.
* provide health and safety, and other, competent advice to group managers, to enable them to fulfil their obligations and responsibilities.
* promote a positive health and safety culture by continuing interest in health and safety matters and by consulting and involving employees and their representatives.
* provide adequate information, instruction, training and supervision to enable all employees to perform their work safely and efficiently.
* provide and maintain appropriate safety equipment, such as Personal Protective Equipment (PPE), Respiratory Protective Equipment (RPE) and devices, operational processes, safe systems of work and protective clothing.
* provide appropriate arrangements and training for the safe handling of equipment and products; and safe use of hazardous substances, through adopting the COSHH regulations.
* provide healthy and safe welfare facilities for all employees, in line with legislation.
* ensure suitable and sufficient risk assessments are carried out, consulted upon and communicated with relevant persons; and reviewed on a regular basis.
* ensure arrangements have been made for the effective planning, organisation, control, monitoring, and review of any procedure, control measures or preventative and protective measures identified through risk assessments, or by other means.
* provide appropriate health surveillance of employees as and when required.
* carry out regular internal and external audits of the health and safety management system to ensure effectiveness of the arrangements and compliance with agreed standards.
* compile leading (positive improvements) and lagging KPIs to assist with continual improvement.
* the Calico Group will ensure that there is the necessary funding and resources available in order to meet the requirements of the health and safety policy, related procedures and operational processes.

Ring Stones have their own Health and Safety Policy due to the unique environment and specific legislation it operates under which covers its organisation and arrangements.



Anthony Duerden, Chief Executive

May 2023