



## HEALTH AND SAFETY POLICY STATEMENT

Shaftesbury PLC acknowledges its responsibilities under the Health and Safety at Work Act 1974, and subsequent health and safety legislation. Compliance with the legislation is the minimum standard that is expected throughout the organisation. We therefore make the commitment, as far as is reasonably practicable, to provide a safe working environment for all employees and others who may be affected by any activities undertaken by the organisation. This policy statement applies to all of our activities as both an employer and as an owner, developer and manager of property.

In particular, it is our responsibility to ensure that:

- All are aware of and support the Health and Safety Policy.
- Healthy and safe working conditions are provided and maintained and, taking into account statutory requirement, that appropriate information, instruction, training and supervision is provided for employees.
- Adequate resources are provided to ensure that the Health and Safety Policy is fully implemented.
- Employees are consulted and actively involved in Health and Safety matters.

It is our objective to establish and maintain the positive management of Health and Safety within the Organisation and to this end the co-operation of all employees is expected. Employees have a legal duty to co-operate in the implementation of the Health and Safety Policy by not misusing or interfering with anything that is provided in the interests of Health and Safety. Employees are expected to comply with all written Health and Safety Procedures.

It has been subject to Board review and is owned by the Executive directors within the organisation who are responsible for carrying out the Health and Safety Policy. Within the framework of this policy, the executive directors will ensure that the arrangements for Health and Safety are current and accurately reflect the procedures to be followed by their staff. The Health and Safety performance of the organisation will be monitored and reviewed regularly.

This Health and Safety Policy will be reviewed on a regular basis, at not longer than annual intervals, or when deemed necessary by changes within the organisation.

This policy is made available to all staff within the employee handbook, available on the company's intranet system. It will be covered in induction training for all new staff, and ongoing periodic health and safety training for existing staff where appropriate.

This policy is published on the company's website so that it can be accessed by all of our stakeholders and other interested parties.