**Part 1: Statement of Intent**

NWF Facilities Ltd is committed to the highest standards of health, safety, and wellbeing for all employees, contractors, visitors, and the general public. We aim to prevent injury and ill health through robust procedures, continual improvement, and legal compliance.

We commit to:

* Complying with the **Health and Safety at Work etc. Act 1974**, **ISO 45001:2018**, and all other applicable legislation.
* Identifying hazards and assessing OH&S and climate-related risks.
* Setting and reviewing objectives to improve performance.
* Consulting and involving workers at all levels.
* Providing appropriate training, supervision, and PPE.
* Managing contractors and suppliers effectively.
* Monitoring and reviewing health and safety performance.
* Incorporating **climate change** as a risk to safety and wellbeing (e.g. heat stress, severe weather).

**Signed:**  
Phil [Surname] & Bryan [Surname]  
Directors – NWF Facilities Ltd  
Date: [Insert Date]

**Part 2: Organisation (Roles & Responsibilities)**

**Directors (Phil and Bryan)**

* Ensure leadership, resources, and strategic direction.
* Monitor compliance with health, safety, and environmental legislation.
* Promote a culture of safety and accountability.

**Managers and Supervisors**

* Conduct and review risk assessments and safe systems of work.
* Ensure training, equipment, and safe behaviours are maintained.
* Investigate incidents and enforce corrective actions.

**Health & Safety Advisor (Internal or External)**

* Provide competent advice and regulatory updates.
* Lead audits, inspections, and compliance reviews.

**Employees**

* Take reasonable care of own and others’ safety.
* Report hazards, near-misses, and incidents.
* Use PPE and follow safe working procedures.

**Contractors and Subcontractors**

* Must comply with NWF Facilities Ltd’s safety policies.
* Submit RAMS and evidence of competency and insurance.
* Participate in site inductions and follow site rules.

**Part 3: Arrangements**

**🔹 Legal and Compliance**

* Maintain a legal register covering H&S, employment, driving, public health, and environmental obligations.
* Review legal compliance annually or upon change.

**🔹 Risk Assessment and Safe Working**

* RAMS completed for all activities.
* Reviewed annually and after incidents.
* Address physical, chemical, manual handling, lone working, driving, and climate-related risks.

**🔹 Training and Competency**

* Induction training for all staff.
* Job-specific training (e.g. fire, first aid, manual handling).
* Training matrix maintained and reviewed.

**🔹 Communication and Consultation**

* Toolbox talks and H&S briefings.
* Health & Safety Committee meetings (where applicable).
* Staff feedback and participation encouraged.

**🔹 Accident Reporting and RIDDOR**

* Accident book maintained.
* Near-misses recorded and investigated.
* All RIDDOR events reported as required.

**🔹 Monitoring and Auditing**

* Internal audits of H&S systems.
* Performance reviewed via KPIs and board-level reports.

**🔹 Emergency Preparedness**

* Site-specific emergency response plans.
* Fire drills, first aid coverage, spill kits.
* Plans reflect climate change scenarios (e.g. flooding, extreme heat).

**🔹 First Aid and Welfare**

* First aiders trained and appointed.
* Welfare facilities provided and maintained.
* Mental health support considered.

**🔹 PPE and Work Equipment**

* PPE issued based on task risk assessments.
* Equipment maintained and inspected.
* Staff trained in correct use.

**🔹 Contractor and Supplier Management**

* Contractor competence and documentation reviewed before engagement.
* Contractor induction and monitoring process in place.

**🔹 Environmental and Climate Change Risk**

* Environmental awareness training provided.
* Climate-related health risks (e.g. dehydration, cold exposure, poor air quality) are considered in RAMS.
* Collaboration with ISO 14001 EMS where applicable.

**Part 4: Policy Review**

* This policy will be reviewed **annually** or upon significant change in legislation, operations, or after major incidents.
* Review includes performance monitoring, feedback from audits, and regulatory updates.