

Health and Safety Policy Statement

Hesley Group Ltd is dedicated to providing safe, healthy living and working environments to prevent work-related injuries and ill health. This commitment extends to our colleagues, the people we support, and anyone who may be affected by our activities.

Prioritising Safety is one of our core values. We foster a culture of trust and accountability, enabling everyone to perform at their best and thrive. Safety goes beyond physical spaces and written policies—it reflects how we value and respect one another and those we support. We act with honesty, take a proactive approach, and challenge appropriately when needed.

Our vision is to build a truly generative culture where Health and Safety best practices are embedded in everything we do. Ultimately, we believe that effective safety means effective safeguarding.

We uphold our statutory duties and responsibilities by maintaining a robust Occupational Health and Safety (OH&S) management system that provides a clear framework for setting annual objectives. Our goal is to eliminate hazards and minimize OH&S risks across all activities and premises. Through active performance monitoring and continuous refinement of our management system, we drive ongoing improvement.

In particular, the Hesley Group will ensure:

- that all Services under its control are maintained in a safe condition without unreasonable risk to Health and Safety.
- that a safe and healthy environments are provided, with adequate facilities and arrangements for everyone's welfare.
- suitable and sufficient risk assessments are carried out and regularly reviewed to ensure that hazards are adequately controlled.
- that plant and systems of work are safe and without risk to health.
- that information, instruction, training and supervision is provided, so that colleagues undertake their activities and responsibilities in a safe way.

All Hesley Group employees have legal obligations under the Health and Safety at Work etc. Act and the Management of Health and Safety at Work Regulations. They must take reasonable care of their own health and safety, safeguard the wellbeing of others, and cooperate fully with Hesley Group to ensure the successful implementation of this policy.

We engage and consult with employees on all matters affecting their health, safety, and wellbeing. By fostering an open and proactive approach to Health and Safety, we encourage colleagues to participate fully, identify hazards, and report concerns—helping us create a safe and supportive environment for everyone.

We retain access to competent advice and assistance through the support of Hesley Group Head of Health and Safety and external advisers when necessary.

Signed: 
Date: 6th January 2026
Position: Chief Executive Officer

