

4. General policy statement

Hampshire & Isle of Wight Wildlife Trust and all of its wholly owned subsidiaries is aware of its duties as an employer under the Health & Safety at Work Act 1974 and its policy is to ensure, so far as reasonably practicable, the health, safety and welfare of its staff and volunteers. The Trust will take all reasonably practicable steps to achieve this commitment, to comply with our statutory obligations and to promote a positive health and safety culture throughout the organisation. Similarly, the Trust recognises its duty to protect the health and safety of all visitors, including contractors and temporary workers, as well as any members of the public who might be affected by the Trust's operations.

Health and safety is an integral part of the Trust's activities and whilst the Board of Trustees takes overall responsibility, the Chief Executive, Executive Team, Line Managers, employees, and others that are representing the Trust share the responsibility for implementing this policy.

The Trust recognises its duty, so far as is reasonably practicable:

- to provide adequate control of the health and safety risks arising from our work activities;
- to prevent accidents and cases of work-related ill health;
- to provide information, instruction, and supervision for employees;
- to consult with our employees on matters affecting their health and safety;
- to ensure that all employees are competent to do their work, and to give them appropriate training;
- to provide and maintain safe plant and equipment;
- to ensure the safe handling and use of substances;
- to provide adequate and appropriate personal protective equipment;
- to actively manage and supervise health and safety at work;
- to have access to competent advice;
- to seek continuous improvement in our health and safety performance and management through regular (at least annual) review and revision of this policy;
- to provide the resources required to make this policy and our Health and Safety arrangements effective.

Signed



Debbie Tann – CEO

Date

4 August 2025.

Signed



Julian Roberts – H&S Trustee

Date

4th August 2025