



EverSAFE Training Ltd

ISO 45001:2018 Occupational Health & Safety Policy

Statement

Effective Date: January 2026

Introduction

EverSAFE Training Ltd recognises its moral and legal responsibility to safeguard the health, safety, and welfare of its employees, learners, contractors, visitors, and others who may be affected by its activities. This policy reflects our commitment to compliance with the Health and Safety at Work etc. Act 1974 and the ISO 45001:2018 Occupational Health & Safety Management System (OHSMS) standard.

Purpose

This Health & Safety Policy sets out the framework for preventing workplace incidents and occupational ill health through effective hazard identification, risk mitigation, employee engagement, and continuous improvement.

Scope

This policy applies to:

- All EverSAFE staff, contractors, and agency workers
- Learners and participants in EverSAFE training activities
- All premises and off-site client locations

Policy Aims

- Provide and maintain a safe and healthy working environment
- Prevent work-related injury and ill health
- Comply with all applicable health and safety legislation
- Establish and maintain clear roles and responsibilities for safety
- Promote continual improvement through data, feedback, and audits



Leadership & Commitment

The Managing Director is ultimately accountable for ensuring the health and safety of all stakeholders. Leadership responsibilities include:

- Establishing the H&S strategy and objectives
- Providing adequate resources and training
- Embedding a culture of health, safety, and well-being

Supervisors and team leaders are responsible for day-to-day implementation of health and safety procedures.

Responsibilities

All Employees Must:

- Take reasonable care of their own health and safety
- Co-operate with management on health and safety matters
- Report hazards, incidents, and unsafe practices promptly

Contractors and Visitors Must:

- Comply with EverSAFE's health and safety instructions
- Attend site inductions where applicable

Risk Management

EverSAFE maintains an active Risk Assessment and Method Statement (RAMS) programme. This includes:

- Identifying and controlling significant hazards
- Implementing appropriate risk control measures
- Updating assessments in response to changes in operations or legislation

Training and Communication

We provide:

- Mandatory H&S training for all staff
- First-aid training and fire marshal provision
- Toolbox talks and regular safety briefings
- Clear signage and procedural documentation

Consultation and Participation

We actively encourage workforce participation in safety matters by:

- Holding quarterly H&S forums and team meetings
- Encouraging safety suggestions
- Conducting employee safety surveys



Incident Reporting & Investigation

All incidents, accidents, and near misses must be:

- Reported to line management immediately
- Recorded using our internal incident reporting system
- Investigated with root cause analysis and corrective actions

We comply fully with RIDDOR reporting obligations.

Emergency Preparedness

Our procedures include:

- Fire evacuation plans and regular drills
- First aid provision and emergency contacts on site
- Business Continuity Plans in place for critical service disruptions

Performance Monitoring

We monitor safety performance through:

- Internal audits and inspections
- Non-conformance tracking and reviews
- Annual management review meetings

Policy Review

This policy is reviewed annually or when significant operational or legal changes occur.

Approved by: Managing Director

Approval Date: January 2026

Next Review Due: January 2027

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