

This policy outlines how Labman continually improves the health, safety and well-being of our employees and others that may be affected by our activities.

## **Effective management and control of risk**

Labman has identified hazards and carried out risk assessments to maintain safe and healthy working conditions whilst also preventing accidents and cases of work-related ill health.

All employees are provided with such equipment, information, instructions, training, and supervision as is necessary for their role.

## **Providing assurance**

Labman complies with all legal and other requirements including those for specific industries. We take a transparent approach to reporting and investigating any accident, incident or near miss that may occur.

All employees contribute to regular monitoring through internal audits, reviews, and evaluations on all aspects of our business.

Regularly reviewed objectives and targets are set to maintain and improve our health and safety performance.

## **Creating a healthier, safer work environment**

Labman actively encourages a healthier lifestyle for its employees by providing extra resources such as a gym, climbing wall, squash court, well-being groups, mental health first aiders, and much more.

## **Lead and engage with others to improve workplace health and safety**

Where necessary Labman ensures consultation and participation with employees on matters relating to health safety, sharing knowledge through open communications.

All staff are empowered and are encouraged to stop work where they feel safety is compromised.

## **Continual Improvement**

Labman is committed to providing the necessary resources for the management and implementation of the health and safety systems by way of regular high-level H&S meetings, regular companywide updates, audited procedures and risk assessments, freedom for all employees to make suggestions directly to the highest managers.

Labman provides adequate and regular training to all staff and employees to recognise and fulfil their individual health and safety obligations by signed induction sessions, evidenced guidance and instruction reading, companywide updates, external and internal courses.

A version of the above policy is available for to all interested parties on our website.

*Last review date: 12<sup>th</sup> December 2024*