

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

Leadership and responsibilities

Our senior management team has overall accountability for health and safety at Labman, providing resources necessary to manage risks, ensure safe working practices, and continually improve performance by implementing this policy. Our employees have a duty to take reasonable care of their own health and safety and that of others, to follow safe systems of work, and to report hazards, incidents, and concerns.

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. Risks are managed through established arrangements, including risk assessments, safe systems of work, control of hazardous substances (COSHH), safe use of machinery, incident reporting, and emergency preparedness.

Employees are provided with equipment, information, instructions, training, and supervision 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.

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

Labman ensures consultation and participation with employees on matters relating to health, safety and wellbeing, 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, and opportunities for employees to contribute suggestions directly to senior management.

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.

Last review date: 4th June 2026