

Health, Safety, Security and the Environment (HSSE) Policy



Purpose of this policy

To make visible our commitment to a place of work, absent of harm, through the active management and prevention of injury, illness, and pollution. This policy is applicable to all of HealthSure Group and its subsidiaries, and is constantly updated, on an annual period as a minimum, to ensure its reflective of our operations.

Commitment

The Group Directors are responsible for establishing the HSSE policy and for actively overseeing, monitoring and managing our overall HSSE performance. The Directors are fully committed to ensuring HSSE is a fundamental pillar of our operations.

We will achieve this through leadership; with a “safety from the top” approach to our business, supporting our employees and anyone working with us, and also engaging with those affected by what we do. This allows us to incorporate progressive learning into our way of working, continuously improving the safe delivery of our service.

Actionable steps toward honouring our commitment

We will achieve our commitment by;

- 1 Leading from the top - with accountability starting at the top, and permeating through all levels of the organisation.
- 2 Complying with all applicable HSSE legislation - knowing the legislation and ensuring our workforce have access to latest information.
- 3 Monitoring our HSSE performance - establishing and owning clear performance metrics, in both leading and lagging indicators.
- 4 Assessing the risks in our business delivery – knowing, assessing and mitigating risks utilising the hierarchy of control.
- 5 Seeking out root cause – robust reporting and investigative protocols, leading to progressive learning, solid vertical and horizontal organisational communication and avoidance of repeat incidents.
- 6 Self verification and auditing – ensuring all personnel are fully qualified, trained, developed, inducted and competent to execute the activities for which they are employed.
- 7 Consulting our workforce – engaging with our team, in an open and honest way, to ensure we are aware of and able to rectify our employees concerns.
- 8 Consulting our customers – engaging with our customers, in an open and honest way, to ensure we are aware of and able to rectify our customers concerns.
- 9 Talking about HSSE – we’ll make HSSE a constant feature of our business, in our communications, our staff engagement, and our way of working.
- 10 We expect the same from our supply chain – we ensure our contractors, supply chain members and temporary team members abide by the standards we set.

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Craig McHugh
Group Director

A handwritten signature in black ink, appearing to read 'Liam O'Neil'.

Liam O'Neil
Group Director

