

## Statement of Intent

Tilia Homes recognises its responsibility under current safety and health legislation and believes that incidents are preventable, this belief underpins our commitment to people and assets in support of Tilia Homes' strategy.

We will ensure that all workplace risks are identified and mitigated to an acceptable level.

Tilia Homes is actively committed to the provision of strong and active leadership; the engagement of the workforce in the promotion and achievement of safe and healthy conditions and the formal assessment and review of its performance. Tilia Homes will provide adequate resources, information and training to ensure that the management teams will deliver this policy and its objectives.


## Policy Aims

To ensure effective implementation of this policy we will:

- Through visible and active leadership, ensure that employees are aware that working safely is a condition of employment;
- Identify and mitigate to an acceptable level, workplace safety and health hazards;
- Ensure employees are trained to undertake the tasks required;
- Ensure employees are empowered to delay or postpone any activity that is considered unsafe;
- Integrate safety and health matters into our business decisions;
- Engage with our supply chain colleagues to ensure that their health and safety management standards and practices meet or exceed the expectations of this policy;
- Comply with applicable safety and health legislation and the requirements of other standards to which we subscribe;
- Strive for continual improvement in safety and health performance, and report on our performance on a regular basis;
- Provide our employees with information on occupational health, health promotion, rehabilitation and wellbeing;
- Share this policy with employees, stakeholders, business partners and members of the public;
- Enhance performance based upon behavioural observations and coaching.

Senior management will review this policy annually or following a major operational or organisational change.

This policy will be communicated to all our employees and organisations working on our behalf, displayed at our offices, on our intranet, on our external website, and made available to third parties.



Nigel Greenaway  
Chief Executive Officer  
For and on behalf of Tilia Homes

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