

1. Purpose of this Policy

- 1.1 This Policy articulates the commitment of Andium Homes Limited (“the Company”) to ensuring that all its working activities comply with or exceed the requirements set out in the Health and Safety at Work (Jersey) Law 1989, (“the Law”) or any amendments thereof and all relevant Regulations and approved Codes of Practice.

2. Scope

- 2.1 The Company’s has a duty to ensure, so far as is reasonably practicable, the health, safety and welfare of all persons affected by the Company’s undertakings, including but not limited to colleagues, clients, contactors and members of the public.

3. Governance Responsibilities

Member	Governance Role
The Board	<ul style="list-style-type: none"> Accountable for establishing and monitoring the effectiveness of a Health and Safety Policy that complies with or exceeds the requirements set out in the Law Accountable for delegating the execution of Health and Safety management to the Chief Executive Officer and others in accordance with this Policy
Chief Executive Officer	<ul style="list-style-type: none"> Accountable to the Board for the effective implementation of the Company’s Health & Safety culture and management
Executive Lead – Strategy & Compliance	<ul style="list-style-type: none"> Responsible for Occupational Health and Safety (“OHS”), to ensure that a culture of good Health & Safety Management is promoted at the highest level
Executive Team	<ul style="list-style-type: none"> Responsible for implementation of the Company’s Health & Safety Management Systems
Heads of Service	<ul style="list-style-type: none"> Responsible to the Executive Team for the day to day implementation of this Policy
Health and Safety Manager	<ul style="list-style-type: none"> Accountable for providing expert advice and support in relation Health and Safety issues to the Executive Team and business generally
All Colleagues	<ul style="list-style-type: none"> All colleagues have a duty to themselves and others under the Health and Safety Law and this policy

4. Policy Principles

- 4.1 The Company recognises that the management of occupational health and safety is integral to its business performance and is a legal requirement under the Law. The Company is committed (so far as is reasonably practicable) to continuously improving the health, safety and welfare of the colleagues, clients, contractors and others who may be affected by its work activities.
- 4.2 The Company is committed to:
- 4.2.1 Preventing, so far as is reasonably practicable, accidents, incidents, and ill health. In the unlikely event of an accident, incident or ill health occurring, the Company will investigate to ensure that corrective actions can be taken to prevent reoccurrence and disseminate the findings to all colleagues.

- 4.2.2 Systematically measuring and reviewing the performance of its Health & Safety management with a view to enhancing and improving the benefits delivered.
 - 4.2.3 Promoting colleague involvement in improving health and safety through the use of climate survey tools, workshops, bulletins and colleague inspections.
 - 4.2.4 Ensuring colleagues are suitably trained to carry out their duties under the health and safety policy.
 - 4.2.5 Ensuring contractors are suitably qualified, experienced, and competent to undertake the works and are managed to ensure high standards of health and safety are achieved.
- 4.3 This Policy will be communicated to all colleagues during the induction programme to ensure that they understand their individual role and their health & safety obligations.