



## Occupational Health & Safety Policy

We will continually strive to improve the way that we protect the health, safety and welfare of our employees and any other person who may be affected by our activities

We believe that every employee has a moral and legal responsibility to see that they do not place themselves, members of the public or fellow workers in any jeopardy by conducting activities on behalf of the company. We also believe that:

- Accidents and incidents may be as a result of managerial failings and not necessarily the fault of an individual employee
- Successful health and safety management requires an effective company policy, appropriate investment and effective communication
- People are key to our organisation and the effective implementation of this Policy can only be achieved if all employees understand it and are willing to contribute towards it
- Appropriate staff training can help to reduce the potential for accidents and incidents
- Corporate targets have to be achieved without compromising health and safety

### **ChildMINDER will:**

- Commit to identifying and managing health and safety risks
- Encourage staff attendance at health and safety training courses
- Regularly ask our employees for their views on health and safety matters, encourage everyone to question anything that appears unsafe and ensure that a mechanism is in place for any employee to raise health and safety concerns
- Ensure health and safety competencies are mandatory for applicable employees and suppliers
- Commit adequate resources to implementing this Policy
- Effectively communicate this Policy to employees and suppliers