

## **WCF Ltd – Health & Safety Policy**

*Updated: February 2026*

*Date of next review: February 2027*

### **Statement of Intent**

WCF Ltd is committed to providing and maintaining a safe and healthy working environment for all colleagues, contractors, visitors, and anyone who may be affected by our activities. We aim to achieve the highest possible standards of health, safety and welfare across all areas of our business.

We recognise that effective health and safety management is integral to our success, protects our people, reduces risk, and supports the long-term sustainability of our business. We will provide the necessary resources, leadership and systems to ensure that health and safety is embedded into everyday decision-making.

### **Our Legal Commitment**

WCF Ltd is committed to complying with all applicable UK health and safety legislation, regulations, approved codes of practice, and guidance. This includes, but is not limited to:

- The Health and Safety at Work etc. Act 1974
- The Management of Health and Safety at Work Regulations 1999
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)
- The Control of Substances Hazardous to Health Regulations (COSHH)
- The Provision and Use of Work Equipment Regulations (PUWER)
- The Lifting Operations and Lifting Equipment Regulations (LOLER)
- The Workplace (Health, Safety and Welfare) Regulations
- The Personal Protective Equipment at Work Regulations

We have systems and processes in place to identify legal requirements, monitor compliance, and respond promptly to incidents, near misses, and emerging risks.

### **Our Objectives**

We are committed to:

- Preventing work-related injury, ill health, and dangerous occurrences
- Identifying hazards and reducing risks through suitable and sufficient risk assessments
- Providing safe places of work, safe equipment, and safe systems of work
- Ensuring the safe storage, handling, transport, and use of hazardous substances
- Consulting with colleagues and providing appropriate information, instruction, training, and supervision
- Encouraging the reporting of accidents, incidents, hazards, and near misses
- Investigating all incidents and taking corrective and preventative action

- Continually improving our health and safety performance
- Monitoring performance through audits, inspections, and management review

### **Roles, Responsibilities & Governance**

The Board of WCF Ltd holds ultimate responsibility for health and safety performance. Day-to-day leadership and implementation are delegated through senior management.

- The **Chief Executive** has overall accountability for health and safety.
- The **Health & Safety Manager** and **Head of Estates & Facilities** provide specialist support, guidance and oversight.
- **General Managers, Transport Managers and Operations Managers** are responsible for implementing this policy within their areas of control.
- All colleagues share responsibility for working safely and following agreed procedures.

Health and safety performance is monitored through defined reporting processes, regular reviews, and board-level oversight.

### **Risk Management & Safe Systems of Work**

We manage health and safety risks by:

- Carrying out suitable and sufficient risk assessments
- Developing and maintaining safe systems of work
- Ensuring that plant, equipment, and vehicles are properly maintained
- Implementing planned preventative maintenance regimes
- Using digital systems to track compliance and inspections
- Employing competent internal and external specialists where appropriate

### **Consultation, Training & Engagement**

We actively consult with colleagues on matters affecting their health and safety. We will:

- Provide relevant information, instruction, training, and supervision
- Encourage the reporting of hazards, unsafe conditions and near misses
- Promote a positive safety culture
- Support H&S committees and forums
- Enable colleagues to raise concerns without fear of reprisal

### **Incident Reporting & Investigation**

All accidents, incidents, dangerous occurrences, and near misses must be reported promptly. We investigate all such events to:

- Identify root causes
- Implement corrective and preventative actions
- Prevent recurrence

- Share learning across the business

Where required, incidents will be reported to the relevant enforcing authorities in line with RIDDOR.

### **Contractor & Visitor Safety**

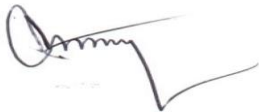
We expect contractors, visitors, and members of the public to cooperate with our safety arrangements. We will:

- Assess contractor competence
- Provide relevant safety information
- Monitor contractor performance
- Ensure safe access to our premises

### **Continuous Improvement**

We are committed to continuous improvement and will:

- Set measurable health and safety objectives
- Review performance regularly
- Carry out audits and inspections
- Learn from incidents and near misses
- Review this policy annually



**Phil Murray**

Chief Executive

*February 2026*