

Health and Safety General Statement of Policy

We, Chair of the Board of Trustees and Chief Executive Officer, recognise that our people are a key resource within our organisation so to comply with the Health and Safety at Work etc. Act 1974, we commit to enforcing this Policy statement through visible leadership to ensure this policy is applied throughout the British Red Cross.

The British Red Cross is committed to ensure as far as is reasonably practicable that:

- We minimise work-related injuries, ill-health, fatalities and we reduce health and safety risks;
- Within the United Kingdom (UK) we comply with all applicable health and safety legislation;
- Overseas we apply our UK standards and arrangements where reasonably practicable and, in addition whilst complying with the national legal requirements on safety;
- We expect those in positions of management from the Board of Trustees downwards, to lead by example on health and safety by fulfilling their legal duty of care and ensuring that a safety culture within their teams where everyone complies and contributes to health and safety requirements;
- We take care of the health and safety of ourselves and others who may be affected by our acts or omissions at work, we protect the environment and we co-operate with arrangements that are in place to enable us to discharge the legal duties placed on the employer and employee by the Act and associated regulations.

Compliance with legal and regulatory requirements is mandatory and the minimum standard that we will reach. Beyond showing that we are compliant with relevant legislation, our corporate policies and procedures help demonstrate our organisational standards, as well as express our ethos and values.

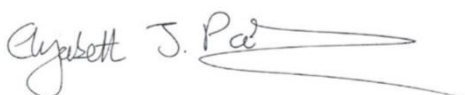
We are a learning organisation and maintain a culture in which we measure health and safety performance to assess the progress and current status of the strategies, processes and activities we use in order to control risks to health and safety and achieve continual improvement. We recognise that accidents, incidents and ill-health usually result from failings in management control and are not necessarily the fault of individuals.

We, Chair of the Board and CEO are both individually and collectively responsible for the implementation of this policy and that the requirements of all health and safety legislation are met, including the provision of adequate financial and physical resources. The executive leadership team (ELT) are responsible for ensuring implementation of this policy within their directorates. Day to day responsibility for health and safety is led at ELT level by the Chief Operating Officer and all managers across the organisation. The detailed responsibilities and arrangements that amplify this Policy Statement are set out in the Organisational Arrangements document which forms the Health and Safety Policy parts II and III.

Any individual who fails to adhere to corporate policies and procedures or acts in a reckless manner constituting serious danger to any person or resulting in serious damage to people or our property, will be subject to disciplinary action.

Concerns or questions about the implementation of this policy should be directed to your line manager, in the first instance, who will seek support from the health and safety team as required. This policy will be kept under active review to ensure that it remains effective and relevant. It will be reviewed on an annual basis, with the next formal review due in April 2026. It must be printed off and displayed in all BRC premises

Signed



Elizabeth J. Padmore

Chair

Date: 18.02.2025



Béatrice Butsana-Sita

Chief executive

Date: 18.02.2025