

## Appendix A

At Riverside we believe in safety first, where the safety of our employees, customers and the natural environment come before anything else we do.

Our work is never so urgent or important that we cannot take time to do it safely and with respect for the environment and each other.

Wherever we work, we are committed to the promotion of wellbeing and the prevention of injury, ill health and pollution including seeking to reduce the amount of carbon produced and the sustainable use of resources, while reducing our waste through good waste management, recycling and the reduction of single use products.

### We will:

- Define policy and procedures to promote and protect the health and safety of those to whom we owe a duty of care and the environment in which we work,
- Provide all the necessary resources for the implementation of our policy and procedures,
- Identify, train and use as necessary, competent resources within a defined structure, and allocate health, safety and environmental responsibilities to people who have the necessary skills,
- Promote a strong health, safety and environmental culture based on active and caring leadership, mutual trust and courage,
- Create a healthy, productive and inclusive workforce through effective management of staff wellbeing and occupational health,
- Meet and, where appropriate, exceed any legal and other requirements that apply,
- Identify, assess and eliminate the health, safety and environmental hazards, impacts and risks that arise from our activities and services,
- Actively encourage the input of employees and others and make decisions based on a deep understanding of the work conditions and constraints relating to health, safety and environmental issues and build sustainable solutions,
- Investigate and report on incidents and share learnings on how we can prevent reoccurrence and improve,
- Set health, safety and environmental objectives and targets that reflect legal requirements and any risks we have identified, and show that we are seeking to continuously improve
- Develop and introduce plans to make sure we achieve agreed objectives and manage identified risks
- Consider the sustainable use of resources and materials and actively manage the impacts of our business activities on the environment with the aim of minimising, and where possible, eliminating them
- Monitor, review and report our performance, measured against set objectives and targets
- Regularly review the suitability and effectiveness of our systems, and identify improvements we need to make to our procedures to achieve continual improvement.

We will put this policy into practice by creating a culture that actively encourages good health, safety and environmental practices and by applying effective policies, procedures, systems and processes. Everybody who works for us, anywhere, must act in a safe way and consider environmental issues when making decisions and taking action. This Policy covers all parts of TRG including Irvine Housing Association.



**Carol Matthews** – Group Chief Executive  
Date: May 2021

