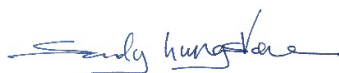


Onward Group - Health and Safety Policy Statement

1. Policy Statement

- 1.1. Onward is committed to ensuring, so far as is reasonably practicable, the health, safety and welfare at work of all its colleagues and others who may be affected by its work activities; to safeguard colleagues, our customers, and members of the public from personal injury or ill-health in all aspects of work, and provide safe homes for our customers, tenants, service users and homeownerships, (leaseholders). This is achieved by ensuring that all work activities carried out by Onward and its contractors comply with the requirements of the Health & Safety at Work etc. Act 1974 and any other relevant legislation.
- 1.2. The Onward Chief Executive is ultimately responsible for all health and safety matters within the business. Together with the Executive Team and Senior Leadership Team, they ensure that sufficient resource is available to comply with the requirements of all legislation. They set objectives in conjunction with the Health and Safety risk register for achieving the intentions of the policy and monitor organisational compliance by means of Health and Safety Meetings and various stakeholder forums to ensure that the policy is implemented throughout the business.
- 1.3. Operational control of health and safety is the responsibility of the Onward Leadership Team and their senior managers who can access competent advice from the Health and Safety Team. Departmental Managers are responsible for the day-to-day health and safety of their respective teams and any contractors they issue work to. The Health and Safety Team and Compliance Team will also undertake audits and inspections of teams and services across the business to ensure legal compliance is maintained and incidents are investigated whilst ensuring learning is shared across the business.
- 1.4. The Executive Team and Senior Leadership Team is committed to creating an environment where safe working practices and a safe workplace is the standard. This is achieved through the continual improvement of our Health and Safety Management System, eliminating work related hazards and reducing risks. The arrangements for achieving a safe and healthy workplace and workforce are detailed in our procedures which focus on:
 - 1.4.1. Preventing accidents and cases of work-related ill-health and providing suitable and sufficient control of health and safety risks from work activities.
 - 1.4.2. Providing adequate information, instruction, supervision and training to ensure colleagues are competent to fulfil their role.
 - 1.4.3. Maintaining safe and healthy working conditions, providing and maintaining plant, equipment and machinery and ensuring safe storage / use of hazardous substances.
- 1.5. Onward requires the full co-operation and support of all colleagues to act responsibly and to do everything they can to prevent injury to themselves, their fellow colleagues, our customers, and members of the public. Colleagues will be consulted when there are any significant changes with health and safety arrangements. All colleagues must raise any health and safety observations or concerns to their line manager without fear of adverse treatment.
- 1.6. The Onward Health and Safety Policy and associated procedures must be adhered to by every colleague in the business. It is expected that any contractors carrying out work on behalf of the business, have a Health and Safety Policy in place and comply with the requirements of their policy and their requirements under the Health & Safety at Work etc. Act 1974 and any other relevant legislation.
- 1.7. This Health and Safety Policy will be reviewed by the Head of Health and Safety on an annual basis, to ensure it is up to date and compliant with health and safety legislation. A copy of the full Health and Safety Policy, which details Roles and Responsibilities and Arrangements for health and safety is available to all colleagues.

Signed



Sandy Livingstone

Chief Executive

19 June 2026