Subject: Health Safety Environmental & Quality Management System Policy Statements

This Policy Reflects that

Safety is the Control

of Accidental Loss

and that

Accidents, Ill Health and Incidents

are Generally

Failures in Management Control

not Necessarily

The Fault of the Individual Employee

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Health and Safety Policy

The health and safety policy has been adopted by the Trustees and Executive Committee of The Meapa and defines their general objectives, organisation and arrangements as required by section 2(3) of the Health and Safety at Work Etc. Act 1974.

THE MEAPA believes that an effective health and safety policy contributes to effective performance by supporting the development of workforce competencies, minimising any losses from accidents or incidents and recognising that accidents or incidents are not necessarily the fault of individuals. We recognise the requirement to develop a positive health and safety culture to control risks, to develop a system to identify those risks and support initiatives to reduce risks throughout the business, in order to aid in our commitment to continual improvement.

This policy identifies that there is an interface between health and safety and all other charity activities by recognising inputs into corporate strategy, finance controls, human resources, marketing, operations and IT systems. Health and safety is part of the total management system.

It is the policy of THE MEAPA:

1. To safeguard the health, safety and welfare of all its employees whilst at work, and to provide, so far as is reasonably practicable, working environments which are safe and without risk to health by effectively managing risks through progressive identification, elimination, reduction and communication at every stage in the life of their operations.

2. To conduct its undertakings in such a way as to ensure, so far as is reasonably practicable, that people not in our employment, but who may be affected by our operations, are not exposed to risks.

3. To reduce the exposure of all employees and third parties to hazardous materials including asbestos by identification, encapsulation and removal.

4. To meet relevant legislation, regulations and other requirements pertaining to health and safety, which apply to THE MEAPA's operations. These requirements will be regarded as minimum standards.

5. To provide and develop an organisation with clearly defined responsibilities, which actively supports risk management and promotes the involvement of all members of THE MEAPA, including sub-contractors, in the practice of progressive improvement in health and safety management.

6. To promote the involvement of employees and Subcontractors in health and safety management.

7. To use systematic hazard identification and risk assessment system, and carry out operations using appropriate methods once hazards and risks have been identified. To provide information on these risks, and the appropriate preventive/protective measures to all employees involved or affected by our operations.

8. To fully implement our training policy and to ensure employees are competent to carry out the tasks allocated to them and that adequate resources and expert advice is available.

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9. To require all relevant management grades carry out Health and Safety inspections against published KPI's and procedures.

10. To consult Trade Unions (where applicable) and employee safety representatives on the implementation of this policy and to encourage both Trade Union and Non-Trade Union employees to attend quarterly Health and Safety meetings. Safety briefings will be issued both verbally and in writing as applicable

11. To bring the contents of this policy to the attention of all employees.

12. To make the contents of this policy available to interested parties on request.

13. To review and update this policy either annually or following significant changes to meet new legislation and business developments, and to formalise improvements in THE MEAPAs health and safety management.

Lydia Ings
Deputy Chair and Trustee

13th October 2026