








# Health and Safety Policy

This policy covers all the operations, contractors and agents working on behalf of Inspiro controlled activities. It defines the key expectations and commitments at all levels of the business, in managing Health and Safety in its delivery of our operations and implements the requirements of H&S policies.

**The Leadership of Inspiro believe that nothing is more important than the health and Safety and wellbeing of the workforce, learners, customers, contractors and the public**

We recognise the need to eliminate the health and safety risks of our business activities to our people, learners, customers and other parties, or reduce to the safest level where elimination is not possible. We work in partnership with our people, customers and supply chain to continually improve our Health and Safety performance. We will maintain a positive and progressive approach to Health and Safety. The Inspiro CEO and the Board members will ensure their Organisational Areas have the capability to discharge their duties with respect to this policy statement. We will achieve this by a focus on:

  <p><i>Safety Management arrangements</i></p> <p>Implementing and maintaining H&amp;S management arrangements that meet legal and other applicable H&amp;S requirements and follow the principles of ISO 45001:2018 by setting H&amp;S objectives to meet or exceed those requirements.</p>	 <p><i>Working conditions</i></p> <p>Maintaining safe and healthy working conditions by proactively identifying workplace and work-related hazards to ensure they are fit for purpose and adequately maintained to eliminate or assess and reduce the foreseeable risks to safeguard the health, safety &amp; welfare of all employees, agents, learners, contractors, visitors &amp; the general public.</p>	 <p><i>Health and wellbeing</i></p> <p>Monitoring our employees work related health risks and ensuring that health and wellbeing are promoted and managed effectively.</p>
 <p><i>Organisation and people</i></p> <p>Ensuring everybody within the organisation is competent to discharge their role and their safety responsibilities, through sufficient training and information to understand how to work safely and how to meet safety expectations. Ensuring the H&amp;S arrangements are key elements in our interfaces with customers and the supply chain. The organisation expects employees to take reasonable care of their own health, safety and welfare and that of others who may be affected by their actions</p>	 <p><i>Assurance and risk management</i></p> <p>Managing reported accidents, incidents and near misses so that there is consistent investigation, learning and, where appropriate, remedial action to prevent reoccurrence or improve safety controls. Having an assurance regime that maintains oversight of safety performance and the delivery of safety objectives.</p>	 <p><i>Leadership and Learning</i></p> <p>Engaging with our staff, their representatives, customers, supply chain and business partners to share H&amp;S issues and to drive participation in delivering H&amp;S objectives and continual H&amp;S improvement in the workplace. We will provide effective facilities for consultation between management and employee representatives</p>

I hold ultimate responsibility for this policy, whilst my Board, Directors and the Leaders of each contract and function will ensure that the requirements of this policy are met within business activities. The Inspiro Board expects all its employees, contractors and agents to work to play their part in implementing our health and safety policy.

**All employees are empowered through this policy to stop work if considered unsafe and challenge any person's behaviour that does not meet our safety standards**

We must all recognise the way we carry out our day-to-day activities and ensure that effective health and safety management are an intrinsic part of how we operate. This policy will be communicated to all our employees and be made available for the public and interested parties on request. It will be reviewed and amended as necessary to meet the needs of the business.

**Stuart Wilson, CEO Inspiro Learning**  
**Created: February 2023**  
**Next review: February 2024**