

Health Safety and Wellbeing General Statement

National Veterinary Services Group believes that the health and safety of all colleagues is of paramount importance.

In line with our values (People First, Focused, Passionate and Always Advancing), the company:

- Recognises that effective health and safety management will maximise the wellbeing and productivity of colleagues. This is best achieved through the involvement, commitment, and competence of colleagues at all levels within the organisation
- Recognises that effective health and safety management is a legal obligation and will take steps within its power to meet this responsibility
- Aims to not only meet the legal obligations but, through regular governance and review, continually improve and evolve policies and procedures to achieve best practice
- Aims to ensure that there are effective and legally compliant arrangements in place to manage the risk of fire, including reducing the likelihood of fires starting and spreading, and measures to respond safely to fires including regularly tested detection, alarms, and evacuation processes
- Aims to reduce the incidence rates of accidents and incidents arising from the company's operations (on or off site), and ensure the provision and maintenance of safe plant equipment and systems of work
- Aims to ensure that suitable practices are in place to minimise any risk to health during the handling, storage, use and transport of articles and substances
- Aims to ensure that all colleagues are empowered with sufficient information, instruction, training, and supervision, to enable them to avoid hazards and contribute positively to their own health and safety at work

We will continually monitor and develop an evolving Health and Safety Wellbeing Policy to meet the changing needs of the business, and will continue to monitor health, safety, and wellbeing at all levels.

Each level of management shall conduct its undertaking in a manner to ensure, so far as is reasonably practicable, that persons not in the Company's employ are not exposed to risks to their health and safety.

It is equally the duty of every employee to ensure that they work in such a way that is safe for themselves, their colleagues and for the public in the work environment. Each employee is also responsible for co-operating with their manager and observing instructions and advice on Health and Safety matters. There is a general duty on every employee to report to his/her manager any matters which are a hazard to Health and Safety and to take immediate action as appropriate and practical to render hazards safe.

In carrying out its responsibility, the company will also remain mindful of the Equality Act 2010, to ensure reasonable adjustments are in place for colleagues with protected characteristics; this includes specific risk assessments and the provision of individual safety arrangements.

Signed



Martin Riley
Managing Director
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