

Health, Safety and Wellbeing Policy – Statement of Intent

At EPIC, we believe that the effective management of health, safety and wellbeing is fundamental to everything we do. We are committed to providing safe, healthy and supportive working environments for all colleagues and to ensuring that no harm comes to employees, trustees, tenants, customers, contractors, visitors or others who may be affected by our activities.

The Board of Trustees and Executive Team demonstrate clear leadership and accountability for health, safety and wellbeing and are committed to ensuring it remains central to EPIC's culture, decision-making and daily operations. We recognise our legal responsibilities under the Health and Safety at Work etc. Act 1974 and associated legislation, and will comply with all relevant statutory requirements, codes of practice and guidance. Where reasonably practicable, we aim to go beyond minimum legal standards to achieve best practice.

EPIC will:

- Provide and maintain safe workplaces, equipment, and systems of work.
- Identify hazards, assess risks, and implement effective controls to prevent injury, ill health and incidents.
- Provide appropriate information, instruction, training and supervision so that colleagues are competent to work safely.
- Ensure suitable welfare facilities and emergency arrangements are in place and maintained.
- Appoint competent persons and ensure adequate resources are available to manage health, safety and wellbeing effectively.
- Consult with employees and encourage active participation in health, safety and wellbeing matters.
- Promote a positive culture where concerns can be raised openly, unsafe behaviours are challenged, and learning from incidents is encouraged.
- Take a proactive and holistic approach to wellbeing, recognising the importance of both physical and mental health.

All colleagues have a responsibility to take reasonable care of their own health, safety and wellbeing and that of others, to follow EPIC's policies and procedures, and to cooperate with measures put in place to protect everyone at work.

This Statement of Intent is supported by EPIC's Health, Safety and Wellbeing Policy and associated procedures. It will be reviewed annually, or sooner if there are significant changes to our organisation, activities or legal requirements.

Signed:



Simon Wilson
Chair of the Board

Date: 05/06/2026

Signed:



Tracey Johnson
Chief Executive

Date: 05/06/2026