

Airway Group's commitment to Health and Safety

This statement sets out our commitment to health and safety

Our expectation is a shared responsibility to promote a culture that supports the health and safety of everyone at Airway Group - employees, customers, visitors, contractors and others who are involved in our activities. We work together to continually improve practices and procedures and take personal responsibility for the health and safety of ourselves and colleagues. Collectively, we are committed to this. As an organisation we strive for a health and safety culture which has our values of being responsible, collaborative and innovative at its core, built on six key commitments.



Leadership

Our Managing Director, Directors and Senior Management Team believe that our commitment to excellence applies equally to the way in which we minimise risks and take responsibility for the health and safety of everyone who is affected by our undertakings. We promote good leadership behaviour by clearly communicating and role modelling expectations around health and safety, by acting on feedback that supports innovation and continuous improvement and by empowering everyone to take personal responsibility.

Competence

We empower our employees to work safely and effectively and ensure that they are competent and confident in the work they carry out by providing high quality information, instruction, training and supervision. We make sure that everyone has the appropriate skills and resources to carry out the tasks that they are expected to do, safely and without impact on their health.

SafeWorkplaces

Everyone has a responsibility to ensure that our workplaces are safe. We act positively to minimise workplace risk and all activities are carried out with the highest regard to the health and safety of our employees, customers, contractors, visitors and the public at large. Managers ensure that suitable risk assessments are carried out and that the controls needed to prevent injury and ill-health, so far as is reasonably practicable, are implemented effectively. We provide safe workplaces and environments for our people, ensuring that relevant legal requirements are met to the highest of standards across the organisation and that risk is minimised and controlled. This is monitored by Airway Group's Health and Safety Committee.

Health and Wellbeing

We are committed to the health and wellbeing of our people. We will continue to promote a culture whereby everyone looks after their physical and mental wellbeing, providing targeted support when it is most needed. We have developed a safe environment to talk about mental and physical health. We will continue our work to improve inclusion and diversity in the workplace, where people feel safe to share their concerns and experiences, so that we can learn and build a culture where people feel safe in the broadest sense of the word.

Engagement

We know that engagement is important for the prevention of injury and ill-health in the workplace. We collaborate and consult with our employees, visitors, contractors and external stakeholders to develop best practice, sustainable solutions that protect health and safety. We work together to deliver effective health and safety management across all aspects of work and encourage employees to identify and report hazards and suggest innovative solutions so we can all contribute to improve our workplace environment.

Performance and improvement

Health & Safety performance is monitored at a senior level and we encourage everyone to challenge unsafe situations and report quickly health and safety concerns, near-miss incidents and accidents. Alongside regular workplace inspections, we develop and test incident response and recovery plans to protect our people and minimise risk. This policy will be kept under review and formally revised in the light of legislative or organisational changes.