



Health and Safety Policy Statement

Sanctuary Group (the Group), its Board and Directors are committed to the provision of high standards of health and safety across all parts of the Group's operations. The Group recognises its legal and moral duty to protect the safety, health and welfare of all employees, tenants, residents, customers and any other person who could be affected by the acts or omissions of the Group in its day to day operations.

The Group will provide the necessary resources to develop and maintain policies and procedures, facilitating a safe and healthy workplace to prevent injury and ill health. The Group will sponsor a culture of safe working, safety awareness and learning, and will ensure that all staff are made aware of Group policy at induction and when changes are made.

The implementation and monitoring of policy and procedures will be prioritised to ensure that all staff work towards the continual improvement and maintenance of health and safety standards by the setting and reviewing of objectives and targets involving all areas of the Group.

Health and safety is an integral part of the management function and all personnel are responsible for the implementation of this policy. Every person has a role to play in its success. The Group enables and encourages all employees to fulfil their role in making a positive contribution towards health and safety at work. Ownership of this policy is encouraged through effective communication and consultation with staff at all levels using Health and Safety Forums, Staff Council and online consultation processes.

The Health and Safety - Group Policy will be reviewed on an annual basis or when major changes to the Group affect the policy. All reviews will be conducted in line with the Group's commitment to staff consultation.

Signature:

A handwritten signature in black ink, appearing to read "Craig Moule", written over a horizontal line.

Craig Moule
Group Chief Executive

Date: 31 March 2021