



SUSTAINABLE CONSERVATION TRUST

Company Health and Safety Policy

Part 1: Statement of Intent

At SCT, we are fully committed to ensuring the health and safety of all our employees, volunteers, visitors, and any other stakeholders that might be affected by our business operations. It is our duty to ensure that risks are minimised, and a secure working environment is maintained at all times.

Our primary goal is to promote a culture where safety is at the forefront of everything we do. We aim to comply with all legislative requirements and to continuously review and improve our health and safety procedures.

This policy shall be reviewed annually to ensure its effectiveness and relevance.

Signed

A handwritten signature in black ink, appearing to read "Deniz Beck", written in a cursive style.

Deniz Beck, CEO

1 April 2025



Part 2: Responsibilities for Health and Safety

Founder / Co-Director, Deniz Beck

Ultimate responsibility for health and safety within SCT.

Health & Safety Officer, Gail Baird

Daily management of health and safety in the workplace.

Regular inspection and risk assessment.

Ensure all departmental employees are trained in safety procedures.

Report any health and safety issues to the Health & Safety Officer.

Consult employees and artists of upcoming issues.

All Employees:

Adhere to all health and safety guidelines.

Report any observed safety hazards or incidents.

Part 3: Arrangements for Health and Safety

To ensure the effective implementation of our health and safety policy, the following arrangements have been put in place:

Risk Assessment

Regular risk assessments will be carried out by our Health & Safety Officer.

Identified hazards will be addressed promptly, and preventive measures will be implemented.

Employee Training

All new employees will undergo an initial health and safety induction.

Refresher courses will be conducted annually for staff.

Safety Signs and Equipment

Appropriate safety signs will be placed at necessary locations.



Safety equipment like fire extinguishers, first-aid kits, and protective gear will be provided and maintained.

Emergency Procedures

Evacuation procedures will be practiced bi-annually.

Emergency contact details will be made accessible to all employees.

Reporting and Investigation

All health and safety incidents must be reported to the Health & Safety Officer.

Significant incidents will be investigated to understand the cause and prevent recurrence.

This policy serves as a guiding framework and will be updated based on changing circumstances and feedback from our employees.