



## Health & Safety Policy 2025

It is our intent to demonstrate an ongoing commitment to maintaining and improving health and safety at work throughout our organisation.

We will ensure the health and safety of all our people and any other people who may be affected by our work activities.

The aims of the company are to provide comprehensive, safe and enjoyable training in a variety of outdoor pursuits and to use these experiences to encourage the development of participants, both as individuals and as part of effective teams, as well as stimulating interest in the environment being used.

*“Through the way we work and behave, all our people and stakeholders will be protected from risks of occupational injury or ill health.”*

All our staff and stakeholders have an awareness and understanding of health and safety hazards and risks that affect our business.

We will assess the risks associated with health and safety hazards in the workplace. All our team will be informed of the health and safety hazards and risks that affect their work. We will take action to prevent, reduce or control risks to an acceptable level and reduce the potential for incidents and accidents. We will require our subcontractors and stakeholders to identify health and safety risks that may impact on our work activities.

We will promote best practice in our industry and aim to exceed the guidance of the Health and Safety Executive and other regulatory bodies wherever possible and practicable.

Where N.G.B. qualifications are appropriate, our instructors are qualified at, or above the relevant level and evidence of qualifications is recorded at our office. For other activities, in-house training and assessments are carried out by relevant senior staff and recorded in staff personnel files.

Our senior management team will demonstrate leadership in health and safety. Our senior management will take time to ensure that health and safety issues are identified, assessed and managed. Systems will be in place and people will be empowered to raise health and safety concerns with management.

Our senior management will ensure that:

- adequate resources are provided for health and safety;
- health and safety is adequately assessed, controlled and monitored; and
- our team are actively involved on matters that affect health and safety.

We will report and investigate accidents, incidents and near misses to drive improvement in our health and safety management. Any lessons learned from such events will be used to take corrective action to prevent recurrences.

Our policy will be delivered by:

- generating a culture that does not tolerate threats to health and safety; and
- ensuring the real involvement of all our people, the subcontractors and stakeholders.

Guidelines and policies are under review continuously. Appropriate staff will be informed of major updates. Minor updates will be added to the “Notification of Changes” log in the guidelines and be distributed with major updates.