

The policy details the health and safety arrangements in place to effectively manage health and safety across Amplius as required by the Health and Safety at Work etc Act 1974 and related regulations.

# Health and Safety Policy

## Document management

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<b>Directorate</b>	People and Governance
<b>Policy sponsor</b>	Chief People and Governance Officer
<b>Policy owner</b>	Director of Governance, Compliance and Regulation
<b>Policy author</b>	Head of Health and Safety

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## Review process

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<b>Approval route</b>	Directors Team – Executive Leadership Team - Board
<b>Approved by</b>	Board
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## Part 2

# Policy introduction

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## Scope

The term Amplus incorporates all member companies and subsidiaries.

The policy applies to all parts of the organisation and outlines the organisation's general arrangements for managing health and safety (H&S) and Construction (Design and Management) at work.

Amplus will provide and maintain a system to effectively manage health and safety across all parts of the organisation to ensure the health and safety of colleagues, customers and third parties. This includes providing and maintaining safe and healthy working conditions, equipment and systems of work for all our colleagues so far as is reasonably practicable. The policy also outlines how we safely and responsibly manage construction projects where we are an assigned duty holder. Amplus will provide appropriate information, training and supervision for colleagues as is needed for their work.

This policy does not detail the arrangements associated with property health and safety compliance covered under separate policies.

The term Amplus incorporates all member companies and subsidiaries, which includes Teetotal Homes.

The Board is responsible for ensuring that there is an effective Health and Safety policy in place and that it is embedded in the business, as well as reviewing the annual report. The Chief Executive, Chief Officers and Directors collectively are responsible for ensuring the implementation of Amplus' objectives in this policy.

Heads of Department and Team Leaders have procedural responsibility specific to departments for the management of health and safety. Making sure their team undertake day-to-day tasks in a healthy and safe manner that is in line with robust risk assessments and agreed work practices.

The policy does not form part of any colleague's contract of employment and the policy may be amended at any time.

## Part 3

# Policy details

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### General arrangements for managing health and safety

The key elements of Amplus' safety arrangements include:

- A written Health and Safety Statement with respect to the health and safety at work of colleagues.
- A clear, structured approach for conducting risk assessments.
- Occupational health checks where appropriate.
- Providing colleagues with the right level of information, instruction, training, and supervision based on their job roles.
- A forum for consultation with colleagues on health and safety matters.
- Regular checks of health and safety compliance.
- Monitoring all accidents, incidents, near misses and dangerous occurrences. Making changes to processes and procedures to reduce future risk.

We will investigate all RIDDOR (outlined in Reporting of Injuries, Diseases or Dangerous Occurrences Regulations) or potential RIDDOR incidents. We will learn from these incidents to improve safety.

### All Colleagues

Every colleague must take reasonable care of their own health and safety and that of others who may be affected by their actions at work. Colleagues must follow Amplus rules and comply with Health and Safety duties. This includes, but is not limited to:

- Understanding all related health and safety documentation. This includes this policy, procedures, risk assessments and safe systems of work.
- Following safe systems of work and the control measures detailed in their risk assessments.
- Completing mandatory health and safety training and refreshers when required.
- Reporting any concerns that could pose a potential health and safety risk to your line manager as soon as possible, for example a loose paving slab.
- Identifying and reporting any H&S concerns that could impact on colleagues, customers, third parties or the public. A culture of 'don't walk by' should be adopted.
- Report all accidents, incidents, near misses and dangerous occurrences as soon as possible after they happen. From the 16<sup>th</sup> of December 2024 until further advised this will be:
  - Legacy Grand Union – via Grand Union's current reporting process.
  - Legacy Longhurst – via Longhurst Group's current reporting process.
  - New Amplus colleagues (post-merger) – reporting process will be decided by hiring process and line manager until processes are merged.
- Using all PPE (personal protective equipment) required for the task. Making sure that all equipment is kept to a reasonable standard of repair. This includes reporting any problems and/or any damage to the equipment to their line manager.

- Not interfering or purposefully damaging any item or piece of equipment that has been provided for health, safety, wellbeing or welfare purposes.
- Only using the tools, equipment and/or machinery that they are fully trained and qualified in using. Not using any defective machinery, tools or equipment.
- Reporting any health condition, which could prevent them from doing their job safely, to their line manager and the People Services Team. This must be done as soon as possible after a medical professional's diagnosis.
- Driving safely at all times when driving for work purposes. This applies to company vehicles and in a personal vehicle. Please refer to the Driving at Work Policy for more details.

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### **Compliance with the Construction (Design and Management) Regulations 2015 (CDM 2015)**

Amplius is committed to complying with The Construction (Design and Management) Regulations 2015 (CDM 2015).

CDM 2015 sets out specific legal requirement ('duties') for key roles involved in construction projects. These duty holders include the Client, Principal Designer, Principal Contractor, as well as other designers and contractors. The purpose of these duties is to make sure that construction work is properly planned, risks are managed effectively, and projects are carried out safely from start to finish.

Where Amplius is identified as a Client or takes on any other role under CDM 2015, we will fulfil all legal duties as required. This includes, but is not limited to:

- Making sure that health and safety is considered at every stage of the project
- Choosing the right people and organisations with the skills, knowledge and experience to carry out the work safely
- Allowing enough time and resources for planning and completing the work safely
- Promoting cooperation and clear communication between all parties involved
- Keeping up-to-date records and health and safety information throughout the project

Amplius will monitor compliance with CDM 2015 through internal oversight, training, and regular reviews. This ensures safe working environments for all workers, contractors, and members of the public affected by our projects.

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### **Equality, diversity and inclusion**

Amplius is committed to ensuring that no person or group of persons will be treated less favourably than another person or group of persons and will carry out our duty with equal regard for to all protected characteristics.

## Part 4

# Compliance and administration

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## Legal and regulatory compliance

This policy fully complies with Amplius' legal and regulatory obligations.

The Social Housing (Regulation) Act requires organisations to have a Health and Safety Lead to provide assurance of the health and/or safety of residents of social housing. This person is named for the purposes of the Regulator of Social Housing as the Chief Operating Officer. Operational Health and Safety matters should be referred in the first instance to Amplius' Head of Health and Safety.

The requirements of CDM 2015 apply to all construction projects, as defined in the regulations. Amplius colleagues managing the 'construction project' are responsible for ensuring the Client duties are fulfilled on each project, with the head of service within the respective operational area within Amplius ultimately accountable for compliance with the regulations.

- Health and Safety at Work etc. Act 1974
- The Management of Health and Safety at Work Regulations 1999
- The Health and Safety (Consultation with Employees) Regulations 1996
- The Health and Safety (Display Screen Equipment) Regulations 1992 (as amended 2002)
- The Provision and Use of Work Equipment Regulations 1998
- The Personal Protective Equipment at Work Regulations 1992 (as amended 2022)
- The Lifting Operations and Lifting Equipment Regulations 1998
- The Working at Height Regulations 2005
- The Control of Substances Hazardous to Health Regulations 2002
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- The Workplace (Health, Safety and Welfare) Regulations 1992
- The Construction (Design and Management) Regulations 2015

This list is not exhaustive, and policy authors will undertake thorough research and/or seek professional advice to ensure that Amplius meets its obligations and complies with the current and relevant legislation and regulations.

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## Evaluation, review and performance monitoring

This policy will be reviewed on a Biennial basis to ensure that it remains fit for purpose. A policy review may also be required earlier, in response to internal or external changes for example changes in legislation. Prompt and effective action will be taken where improvements are identified.

The policy will be evaluated for effectiveness via the H&S Committee. Additionally, through:

- Quarterly RIDDOR Reports to Board
- Six-monthly health and safety reports to ARC (Audit and Risk Committee), and
- An Annual Board Report.

Any customer related aspects will be reported to the Customer Experience Committee and via the Customer Forum.

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**Related policies**

- Driving at Work Policy
- Equality, Diversity and Inclusion Policy
- Prevention and Control of Infection Policy
- Risk and Assurance Framework and associated Risk Management Policy

Part 5

# Appendices

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**A. Associated documents – Internal procedural document, colleague use only**

- No current associated documents.

Part 6

# Changelog

Amended date	Summary of changes	Version №
23/02/2026	Scope section updated to include Teetotal Homes.	2.1