

# Health and Safety

## Statement of Intent

2024

Data classification: Public

The **co-operative** bank

Ethical then, now and **always**

Classification: PUBLIC

## Health and Safety – Statement of Intent

At The Co-operative Bank, we believe that excellence in the management of health and safety is an essential element within our business activities. Ensuring the health, safety and wellbeing of all colleagues, customers, contractors, visitors and others who are in any way affected by the undertakings of our Bank is more important than ever in these unprecedented times and the Board of Directors and the Executive Committee are totally committed to this aim.

From a legal perspective, we are committed to ensuring that we comply with all relevant health and safety legislation. Where it is reasonably practicable to do so, we will strive to go beyond the requirements of legislation, with the aim of achieving best practice where possible. Objectives and targets will be set and reviewed at least annually to demonstrate this intention is being strived for and achieved.

We also aim to develop a culture where continuous improvement in health and safety performance is integral to all of our commercial activities. We strive to create a working environment where accidents are not expected to occur, and where health and safety and productivity are given an equal priority.

We recognise that we have responsibilities under the Health and Safety at Work etc. Act 1974, associated safety and fire regulations, and our general intentions are to ensure:

- Provision and maintenance of plant, equipment and systems of work that are safe and to promote a healthy environment
- Safe handling, storage and transport of articles and substances
- Provision of information, instruction, training and supervision
- Maintenance of a safe and healthy working environment and access to and from it; with the provision of adequate welfare facilities and appropriate health surveillance
- We identify and assess the hazards and risks in the workplace to prevent incidents and accidents, including fires, from occurring where practicable
- We provide workforce participation and consultation and access to competent advice in matters concerning fire, health, safety and welfare.

All colleagues are reminded of their personal responsibilities in respect of health and safety to themselves and others who may be affected, and the need to co-operate with the Bank. We expect all colleagues to constructively challenge unsafe behaviours when they occur. Health and safety is regarded as an integral part of every colleague's duties. An appropriate level of resources and specialist support will be maintained to enable individuals to discharge their duties properly.

This Policy will be reviewed on a regular basis, and when significant changes are made to the organisation, legislation or standards, or the assessments of risk alter.

*Nick Slape*

**Nick Slape**

**Chief Executive Officer**

**January 2024**