



Health & Safety Policy

1.0 Purpose

At WL Risk Management Ltd, we are committed to maintaining the highest standards of health, safety, and wellbeing across all areas of our operations.

We believe that every employee, contractor, and member of the public has the right to a safe and healthy environment, and we take our duty of care seriously.

This policy outlines WL Risk Management Ltd's approach to preventing accidents, protecting wellbeing, and promoting a positive culture of safety awareness throughout the company.

2.0 Scope

This policy applies to all WL Risk Management Ltd employees, contractors, agency staff, and visitors engaged in activities carried out on behalf of the company, whether on WL sites or client premises.

All personnel are expected to follow the procedures and principles set out in this policy.

3.0 Legal and Regulatory Compliance

WL Risk Management Ltd complies with all relevant UK health and safety legislation, including but not limited to:

- The Health and Safety at Work Act 1974
- The Management of Health and Safety at Work Regulations 1999
- The Workplace (Health, Safety and Welfare) Regulations 1992
- The Provision and Use of Work Equipment Regulations 1998
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- The Control of Substances Hazardous to Health (COSHH) Regulations 2002
- The Personal Protective Equipment at Work Regulations 1992
- The Regulatory Reform (Fire Safety) Order 2005

We are committed to meeting all applicable legal requirements and continually improving our health and safety performance.

4.0 Our Commitments:

WL Risk Management Ltd will ensure that:

- Risk assessments are carried out regularly to identify and control workplace hazards.
- Appropriate training, equipment, and supervision are provided to ensure staff safety at all times.



- All incidents and near misses are reported, investigated, and reviewed to prevent recurrence.
- Mental health and wellbeing are supported through open communication and risk assessment processes.
- Lone workers are protected through welfare checks and emergency procedures.
- Fire extinguishers and other safety equipment are regularly inspected and maintained.
- A safe working culture is promoted for all based on respect, accountability, and care.

5.0 Responsibilities

- The Managing Director and Co-Director hold joint overall responsibility for implementing and monitoring this policy.
- Managers are responsible for ensuring their teams follow all health and safety procedures and participate in regular training.
- Employees are responsible for taking reasonable care of their own health and safety and that of others who may be affected by their actions.

6.0 Monitoring and Review

This policy will be reviewed annually or sooner if legislation or business operations change. Revisions will be communicated to all staff, and updated versions will be made available to clients and stakeholders.

Approved by: R. Volavola, Managing Director

On behalf of WL Risk Management Ltd

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