



GROUP SAFETY AND COMPLIANCE POLICY

Policy author: [REDACTED]	Policy valid from: 17/09/2025
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Policy/strategy control statement

1	Document title	GROUP SAFETY AND COMPLIANCE POLICY
2	Date of document (created date)	June 2017
3	Service lead	[REDACTED]
4	Author	[REDACTED]
5	Date approved and approved by who i.e. Service Delivery Project Board, Executive, Group Board, etc.	Health Safety and Compliance Management Group
6	Date last reviewed	Sep 2025
7	Amendment record	
8	Next review date (Planned review Date)	17/09/2027
9	Staff Consultation	HSC MG
10	Other Services Consultation	Exec
11	Customer Consultation	Health Safety and Compliance Management Group
12	Equality impact assessment: insert priority as agreed with E/D team, insert date copy of EIA sent to E/D team.	N/A
13	Confirm that document meets current legislative requirements	Yes
14	Further information/comments	
15	Sign off of statement by author and service lead (name and date):	

Policy applicable to

Business Area: Health & Safety
Applicable to: Groupwide

Amendment sheet record

Revision date	Description of changes	Approved by	Date approved
12/09/2026	Full review and simplification of policy, link to Group H&S Standard.	TBC	TBC

Please summarise the current policy requirements and how this is changed in the new policy.

Policy is required to make a statement of intent and commitment and link to any wider management system arrangements outlining how commitments will be delivered and by who, this is not actively delivered through the PfP H&S Standard.

Please explain the reason for changes/improvements/new policy.

As per exec paper, review to simply the paper, align language to a more corporate tone and allow the policy principles to woven into our ways of working and cultural change programme more clearly.

Please explain any new actions required to put the policy changes into practice.

Formal communication to the business with exec level support on communication channels

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Group safety and compliance policy

Our PfP commitment to safety and compliance

At PfP, safety and compliance are central to our success, and this policy makes a clear commitment to promoting a culture where every individual contributes to building an environment for our People and Customers that is safe and compliant, enabling our communities to thrive. Our systemised approach, guided by our four strategic principles ensure consistent delivery of our commitments across PfP whilst making it clear that everyone must play their part.

Under this policy our leaders are expected to build capability, embed effective systems and lead by example whilst ensuring everyone is clear on their roles & responsibilities. Via our policy, principles and safety standards, we believe our commitment and expectation is clear. All our People and partners will always work safely and in full compliance with the law and our PfP standards.

Our 4 key principles

- **Be Safe:** We strive to prevent harm at every opportunity and believe every incident, whether an injury or a near miss is an opportunity to learn, strengthen our systems and reinforce our safety culture.
- **Be Healthy:** We will ensure, wherever possible, our ways of working positively influence the health and wellbeing of our Customers & People.
- **Be Compliant:** Compliance is non-negotiable but also only a starting point, and where possible we aim far beyond that to bring our other three principles to life.
- **Be Responsible:** Everyone is responsible for their own safety and wellbeing and that of their Colleagues and Customers, we expect our People to do the right thing.

How we will deliver on our commitments

We embed safety and compliance into every aspect of our business via our Safe Place management system and safety standards. Our culture demands we don't walk by and ensures we seize all opportunities to learn, improve and grow when things don't go as planned, including sharing our lessons learnt. Therefore, we encourage and expect our People to tell us when they or others can't or don't work in a safe and compliant manner.

This Policy demonstrates our commitment, our Safe Place management system details our approach, and our People and leaders bring these commitments to life via our People Promises making it clear that Safety, Sustainability and Compliance Matters.



Signed: Dated: 06th October 2025

Greg Reed, Group CEO