

Saffron Housing strategy is to deliver the best possible homes and services. We will do that by inspiring communities, creating capacity to do more and be a great place to work with a fully engaged workforce. In delivering our Inspiring Saffron Strategy we will proactively seek new opportunities and partnerships but will not compromise the health and safety of our tenants and colleagues, compliance with legal and regulatory requirements, our financial golden rules and achieve a V1 (Financial Viability), C1 (Consumer Standards) and G1 (Governance) regulatory grade.

Effective health and safety management is integral to delivering our strategy. Our overall objective is to provide and maintain a safe and healthy environment for our employees, the people we work with and those that access our services, as well as providing an environment that encourages and supports employees to maximise their health and well-being.

We will achieve this by:

- preventing accidents and cases of work-related ill health
- managing health and safety risks in our workplace
- providing clear instructions and information, and adequate training, to ensure employees are competent to do their work
- providing procedures, risk assessments and method statements
- providing personal protective equipment
- consulting with our employees on matters affecting their health and safety
- providing and maintaining safe plant and equipment
- ensuring safe handling and use of substances
- maintaining safe and healthy working conditions
- implementing emergency procedures, including evacuation in case of fire or another significant incident
- reviewing and revising this policy regularly

We recognise that overall responsibility for health, safety and wellbeing lies with all levels of management having direct responsibility for activities, employees, commissioned and contracted service under their control.

For these commitments to be effective, employees throughout the organisation must play their part in creating and sustaining a positive health and safety culture and must take responsibility for their own wellbeing with the encouragement and support of their managers.

James Francis CEO

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Kim Newman Chair – Saffron Board

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Date Reviewed	March 2026
Next Review Date	March 2028
Responsible Officer	Head of Health and Safety
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