

## Health and Safety Policy

### 1. Definitions

- 1.1. The following definitions are used throughout this Policy:
- 1.2. “**Property Manager**” means: Property and Building and Estate Managers acting on behalf of ReSI Homes.
- 1.3. “**ReSI Homes**” or “**Company**” means: ReSI Homes Limited

### 2. Introduction

- 2.1. ReSI Homes is committed to protecting the health, safety and wellbeing of its employees, customers, contractors, visitors and other stakeholders..
- 2.2. Health and safety must always be the priority consideration in the conduct of ReSI Homes’ operations and those of its Property Managers and other parties acting on behalf of ReSI Homes, so far as is reasonably practicable.
- 2.3. ReSI Homes considers the successful management of health and safety to be a key management objective and an integral part of its business activities. ReSI Homes is committed to (i) assessing and managing risk to its residents and others who may be affected by its business, and (ii) reducing and preventing injuries, ill health, and unnecessary losses so far as is reasonably practicable.
- 2.4. This policy applies to all Property Managers and contractors of ReSI Homes and others who may undertake work on behalf of ReSI Homes, and extends to all persons who may be affected by such activities..

### 3. Responsibilities

- 3.1. ReSI Homes Board understands the health & safety responsibilities and obligations of ReSI Homes (as a landlord of social housing) and accepts its role in overseeing and ensuring full compliance with the same. Accordingly, ReSI Homes Board is committed to

developing a culture that supports the effective management of health and safety at all levels. ReSI Homes Board will provide the necessary time and, physical and financial resources, and obtain any necessary external expert advice and competent persons, in order to ensure that health and safety compliance requirements are met.

- 3.2. This policy will be implemented, and ReSI Homes' health and safety responsibilities discharged, through management structure and monitored by the ReSI Homes Board, in respect of the activities for which they are responsible.
- 3.3. This policy will be provided (upon the initial appointment and at all necessary times following updates to the policy) to all Property Managers and contractors and it shall be their responsibility to take reasonable care of their own health and safety and to report all health and safety concerns to ReSI Homes.
- 3.4. The Board will receive quarterly health and safety performance reports, monitor compliance indicators, and ensure corrective actions are implemented.

## **4. Policy Statement**

- 4.1. ReSI Homes' strategic objective is to ensure that all its homes are safe. To achieve this objective, ReSI Homes will:
  - Satisfy and comply with all applicable legislative and regulatory requirements.
  - Maintain safe and healthy working conditions.
  - Provide a robust, systematic and sustainable health and safety management system.
  - Ensure health and safety roles and responsibilities are understood and communicated throughout the business and to stakeholders.
  - Complete relevant risk assessments, identify health and safety risks and ensure the provision of suitable and sufficient risk elimination and reduction through implementation of appropriate control mechanisms.
  - Review risk assessments periodically and when work habits or conditions change.
  - Implement appropriate emergency procedures, including evacuation in the case of a fire or other significant incident. Also, to ensure that all escape routes are well

signed and kept clear at all times and that evacuation procedures are periodically tested.

- Ensure Property Managers acting on ReSI Homes' behalf receive adequate, relevant training so that they are competent and aware of their obligations to meeting health and safety compliance. Including, relating to working at height, asbestos awareness, fire safety and electrical safety. Also, to make suitable arrangements for Property Managers that work remotely.
- Consult with Property Managers and other stakeholders on health and safety issues as they arise and formally when health and safety is reviewed.
- Provide appropriate emergency arrangements, equipment and facilities, including adequate personal protective equipment where required.
- Create and embed a strong health and safety culture throughout the business.
- Continuously improve in all areas of health and safety management.
- Review and revise this health and safety policy regularly.

4.2. ReSI Homes and the Property Managers acting on their behalf shall carry out their duties in line with ReSI Homes' commitment to achieve high levels of health and safety.

4.3. ReSI Homes' health and safety objectives will continue to be developed, monitored and subjected to audit and reviews.

## 5. Equality and Diversity

We are committed to make sure all services are accessible to all our residents. Our staff will be trained to communicate appropriately with you, and they have the relevant information and access to translation services to make sure they fully understand our you.

. This policy will be applied in a way which makes sure we treat all customers with fairness and respect. We recognise our duty to advance equality of opportunity and prevent discrimination or victimisation on the grounds of age, sex, sexual orientation, disability, race, religion or belief, gender re-assignment, pregnancy and maternity, marriage and civil partnership and any other protected characteristics defined within the Equality Act 2010..

On request we will provide translations of all our documents, policies and procedures in various languages and formats including braille and large print. Our website also has accessibility tools allowing you to personalise each web page to make it easier to read and to download content as audio

## **6. Policy Review**

6.1 This policy will be reviewed annually to incorporate any changes in legislation.

24 November 2025