



RCL Home Care

Health and Safety Policy

RCL Home Care is committed to excellence in health and safety and protecting our people, our property and the environment. We are committed to ensuring the health, safety and welfare of our employees, contractors and visitors.

We set and maintain high standards of health and safety, which aim to match or exceed current industry best practices. We meet these commitments by implementing a comprehensive health and safety management system and continually improving the system and our performance – following the principles below. We provide the leadership, management support, communications and resources necessary.

RCL Home Care recognises that we have legal obligations to the health and safety of our employees, service users and the general public affected by our activities. We will strive to comply with the letter of current health and safety legislation and approved codes of practice and the spirit in which they were written.

We integrate health and safety considerations into all aspects of our business. We recognise that there is a quantifiable competitive advantage to be achieved through world-class health and safety performance.

RCL Home Care is committed to:

- At the very least, meeting all Occupational Health and Safety legislation and guidelines relevant to the company and, in most cases, far exceed any requirements to prevent injury and ill health.
- Providing sufficient resources and equipment to ensure that the Company can operate to the documented Management System across all business functions and is appropriate to the nature and scale of the Company's occupational health and safety risks. The Management System will provide a framework for setting and reviewing Occupational Health & Safety Objectives.
- Ensuring that all employees know and understand this policy and their Occupational Health & Safety obligations. To this end, employees must be fully committed to health & safety to protect themselves, other employees and others who may be affected by their activities.
- Communicating to all subcontractors employed by the Company or any other interested parties the requirements of this Health and Safety Policy that they shall be required to meet the same objectives in all respects.



RCL Home Care

- Conducting Risk assessments of all appropriate activities and comprehensively documenting and implementing measures to achieve satisfactory control.
- Ensuring that all personnel are trained to the highest standards for any required duties and eventualities that may arise as detailed on the Company risk assessments.
- Communicating the promotion of the health & safety of employees is paramount and contributes to the business's success.
- Ensuring that the Company will take all reasonable measures to protect the health and safety of employees and others affected by our activities.
- Continually improving its Occupational Health & Safety Management System and company performance in Health and Safety.
- Our Health and Safety Policy is monitored and reviewed to ensure that it meets the companies' legislative requirements, health and safety objectives and targets and remains relevant and practical to the changing needs of our business and customers.
-

Signed

Ronald Mutira

Date: 19/10/2023

Date of Next Review: 19/10/2024