

Approval

Version 1.0 of the policy was approved by the Board on 20th February 2018.

Scope

This policy applies to all Renewable World organisations (including RWEA and regional branches), employees, volunteers and operations.

Purpose

It is Renewable World's policy that health and safety must always be a priority consideration in the conduct of our operations and we are committed to the achievement of our vision of a safe, healthy and enjoyable work environment that minimises the risk of harm to our employees, volunteers, contractors, beneficiaries, visitors and members of the public.

Policy

Renewable World's objectives are to:

- Develop and implement appropriate arrangements to identify, evaluate, control and reduce health, safety and security risks, in accordance with legal requirements, to protect both people and assets and minimise unplanned business interruption
- Provide a structure, encompassing good business ethics, for the management of health and safety across the organisation, including the delegation of responsibility and accountability throughout appropriate levels of staff
- Promote the development of a positive health and safety culture based on fairness, trust and co-operation, where all employees are encouraged to report all health and safety deficiencies and/or breaches in compliance in a prompt and, if appropriate, confidential manner
- Actively engage and involve employees in our Health and Safety Management System and its continual improvement
- Ensure that Employees and Volunteers understand that they have a responsibility for their own health and safety and for the health and safety of those people who will be affected by their work
- Ensure that all employees (and volunteers where applicable) are suitably trained to carry out their particular work activity in a competent manner and acknowledging that failure to comply with any relevant health and safety duty which they are directly responsible or accountable for could be considered misconduct and could potentially lead to disciplinary action being taken
- Develop and implement measures to deal with emergency situations that are suitable to the requirements of our operations
- Promote the health & wellness of our employees by identifying and controlling workplace related health risks, and encouraging employees to be proactive about their health through supportive activities and communication
- Ensure that health and safety information, including safety plans and performance, is available to all employees

- Ensure that the contractors selected for work during construction and operations have the necessary competence in the management of health and safety
- Interact and communicate openly with all our stakeholders to maintain their confidence in our commitment to health and safety
- Identify, exchange and implement knowledge, health and safety best-practice and lessons learned from experience across all our operations and employees to support the continuous improvement of working practices and procedures.

Responsibility

The Renewable World Board of Trustees and Senior Management Team are responsible for fostering and supporting a culture that promotes a positive health and safety performance. The local management teams are responsible for implementing the principles and practices embedded in this policy. All employees are responsible for health and safety within their work activities and are encouraged to take responsibility for their overall health and well-being.

Review

This policy will be reviewed on an annual basis to ensure that it is current and relevant to all Renewable World operations.