



**Reviewed:** April 9<sup>th</sup>, 2026

**Author:** FWL

**Review date:** April 2027

# Health and Safety Policy Statement

## Statement of Intent

*This is the health and safety policy statement of Defiant Sports.*

*Our health and safety policy is to:*

- Prevent accidents and cases of work-related ill health.
- Manage health and safety risks in our workplace.
- Provide clear instructions and information, and adequate training, to ensure employees are competent to do their work.
- Provide personal protective equipment when necessary.
- Consult with our employees on matters affecting their health and safety.
- Provide and maintain safe plant and environment.
- Ensure safe handling and use of substances.
- Maintain safe and healthy working conditions.
- Implement emergency procedures, including evacuation in case of fire or another significant incident.
- Review and revise this policy regularly.

Signed -

Date - 09/04/2026

Print name - Loretta Lock

## Responsibilities for Health and Safety

### *1. Overall and final responsibility for health and safety:*

Loretta Lock (Managing Director)

### *2. Day-to-day responsibility for ensuring this policy is put into practice:*

Loretta Lock (Managing Director)

### *3. To ensure health and safety standards are maintained/improved, the following people have responsibility in the following areas:*



Loretta Lock (Managing Director) – Safety, Risk Assessment, Consulting Employees, Accidents, First Aid and Work-Related Ill Health, Monitoring, Accident and Ill-Health Investigation, Emergency Procedures, Fire and Evacuation, Maintaining Equipment, Information, Instruction, Supervision, and Training.

#### **4. All employees should:**

- co-operate with supervisors and managers on health and safety matters;
- take reasonable care of their own health and safety; and
- report all health and safety concerns to an appropriate person (as detailed above).

### **Arrangements for Health and Safety**

#### **Risk assessment**

- We will complete relevant risk assessments and take action.
- We will review risk assessments when working habits or conditions change.

#### **Training**

- We will give staff and volunteers health and safety induction and provide appropriate training as required for their job role.
- We will provide personal protective equipment when necessary.
- We will make sure suitable arrangements are in place for when employees work remotely.

#### **Consultation**

- We will consult staff routinely on health and safety matters as they arise and formally when we review health and safety.

#### **Evacuation**

- We will make sure escape routes are well signed and kept clear at all times.
- Evacuation plans are tested from time to time and updated if necessary.