










Hub South East Scotland is committed to minimising the risk of injury, occupational ill-health and protecting the wellbeing of our employees and others affected by our operations. We fully understand our responsibility under current health and safety legislation and believe that all incidents are preventable.

OUR VISION ...we aspire to no harm by creating and maintaining an environment where caring for our people and those who work with us is our top priority.

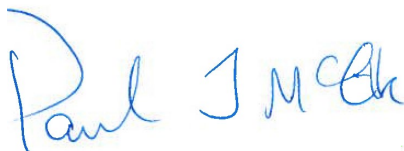
OUR COMMITMENT ...our Leaders will ensure:

	Visible leadership and collaboration with our employees, supply chain and stakeholders to meet their needs and to improve our performance.
	All employees are suitably trained, competent and understand their health & safety responsibilities.
	We will support and empower our teams to positively report hazards, risks and opportunities without reprisal.
	Suitable resources, facilities and finances are provided.
	Relevant and suitable health and safety training, instruction and information is provided.
	Wellbeing support and advice is provided.
	Compliance with all statutory provisions and industry best practices.
	Regular monitoring of our performance to identify continual improvement.
	Suitable actions are taken following any incidents or non-conformances to support learning and improvement.

Hub South East Scotland Limited is not an employer however we operate under a series of management services and/or secondment agreements for providing staff members to Hub South East Scotland. References to Hub South East Scotland staff in this document includes all such staff members.

This policy is available on Hub South East Scotland website [https:// www.hubsoutheastscotland.co.uk](https://www.hubsoutheastscotland.co.uk) and/or shared with Supply Chain partners.

Signed for and on behalf of HSE:



Paul McGirk
Chief Executive
Hub South East Scotland

Reviewed: July 2025