

## 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 Housing.
- 1.3. “ReSI Housing” or “Company” means: ReSI Housing Limited.
- 1.4. “Board” means the Board of Directors of ReSI Housing Limited.

### 2. Introduction

- 2.1. ReSI Housing Limited (“ReSI Housing”) is committed to protecting the health, safety and wellbeing of its customers, contractors, and other stakeholders.
- 2.2. Health and safety must always be the priority consideration in the conduct of ReSI Housing’s operations and those of its Property Managers and other parties acting on behalf of ReSI Housing.
- 2.3. ReSI Housing considers successful management of health and safety to be a key management objective and an integral part of its business activities. ReSI Housing 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 Housing.
- 2.5. ReSI Housing acknowledges that, as a registered provider of social housing, it retains ultimate legal and regulatory responsibility for health and safety compliance.

### 3. Responsibilities

- 3.1. ReSI Housing Board understands the health & safety responsibilities and obligations of ReSI Housing (as a landlord of social housing) and accepts its role in overseeing and ensuring full compliance with the same. Accordingly, ReSI Housing Board is committed to developing a culture that supports the effective management of health and safety at all levels. ReSI Housing Board will provide the necessary physical and financial resources, and obtain any necessary external expert advice, in order to ensure that health and safety compliance requirements are met.

- 3.2. This policy will be implemented, and ReSI Housing's health and safety responsibilities discharged, through management structure and monitored by the ReSI Housing 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 Housing.

## **4. Policy Statement**

- 4.1. ReSI Housing's strategic objective is to ensure that all its homes are safe. To achieve this objective, ReSI Housing will:
  - Ensure compliance with statutory landlord safety obligations including gas, fire, electrical, asbestos, water hygiene and lift safety (where applicable).
  - Satisfy and comply with all applicable legislative and regulatory requirements.
  - Maintain safe and healthy working conditions.
  - Provide 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 Housing's 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.
  - Continuous improvement in all areas of health and safety management.

- Review and revise this health and safety policy regularly.
- 4.2. ReSI Housing and the Property Managers acting on their behalf shall carry out their duties in line with ReSI Housing's commitment to achieve high levels of health and safety.
- 4.3. ReSI Housing's health and safety objectives will continue to be developed, monitored and subjected to audit and reviews.

## **5. Incident reporting and assurance**

- 5.1. All accidents, incidents and near misses must be reported promptly.
- 5.2. Serious incidents will be escalated to the Board.

## **6. Policy Review**

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

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