

Health and Safety Statement

1. Our Commitment

At Venesky Brown, the health, safety and wellbeing of our employees, candidates, clients, contractors and members of the public is a fundamental priority. We are committed to conducting our business in a manner that protects people from harm and supports a positive safety culture across every aspect of our operations. As a specialist recruitment and workforce solutions provider, we recognise our responsibilities under the Health and Safety at Work Act 1974 and other relevant legislation and are committed to maintaining the highest standards of health and safety management. Our objective is not only to comply with legal requirements but to continually improve our performance and promote a culture where everyone takes ownership of safety.

2. Leadership, Governance and Accountability

Health and safety is championed at the highest levels of the organisation. Our Board of Directors retains overall responsibility for health and safety performance, supported by our Head of Health, Safety and Environment, who oversees the implementation and continuous development of our management systems. We allocate appropriate resources, establish clear objectives and regularly review performance to ensure our arrangements remain effective, proportionate and aligned with the needs of the business. Through defined responsibilities, robust governance and regular monitoring, we seek to ensure health and safety remains embedded within everyday decision-making and operational activity.

3. Creating a Safe Working Environment

We are committed to providing safe systems of work, suitable equipment, effective supervision and a working environment that supports the wellbeing of our employees and those affected by our activities. Risk assessments are undertaken to identify hazards, evaluate risks and implement appropriate control measures. We believe that prevention is always preferable to reaction and therefore place significant emphasis on proactive risk management, planning and communication. Employees are encouraged to raise concerns, report hazards and contribute to the ongoing development of safer working practices.

4. Empowering our People

A strong safety culture depends on the engagement and participation of everyone within the organisation. We are committed to ensuring our employees receive the information, instruction, training and support required to carry out their roles safely and confidently. We actively encourage consultation and participation on health and safety matters and believe that employees should feel empowered to challenge unsafe behaviours and stop work where they believe there is a genuine risk to health or safety. No employee will be disadvantaged for raising legitimate safety concerns in good faith.

5. Working with Clients and Partners

Many of our employees work within client environments and project locations across the UK. We work closely with clients to ensure that health and safety expectations are clearly communicated, risks are appropriately managed and site-specific requirements are understood before work commences. We are committed to supporting our clients by complying with their health and safety procedures while maintaining our own standards and responsibilities as an employer. Through collaboration and effective communication, we help create safe and productive working environments for all parties.

6. Training, Competence and Continuous Improvement

We recognise that competence is central to effective health and safety management. Training and development are therefore an integral part of our approach, ensuring employees understand their responsibilities and remain equipped to work safely. We regularly review incidents, feedback, inspections and performance data to identify opportunities for improvement and strengthen our management systems. Our health and safety arrangements are aligned with the principles of ISO 45001 and supported by annual objectives, performance monitoring and ongoing review. We also consider emerging risks, including the potential impacts of climate change on our operations and management systems.

7. Looking Ahead

Venesky Brown is committed to fostering a culture where health, safety and wellbeing are integral to everything we do. By investing in our people, maintaining robust management systems and encouraging shared responsibility, we aim to prevent harm, support wellbeing and deliver sustainable value to our clients and stakeholders. We will continue to review, develop and strengthen our approach to ensure that health and safety remains at the heart of our business as we grow and evolve.

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