

**PORT OF LONDON AUTHORITY**  
**OCCUPATIONAL HEALTH, SAFETY AND WELLBEING POLICY**  
**STATEMENT OF INTENT**

This policy is based on the principle that health, safety and wellbeing is much more just than a compliance requirement. Illness and injury should never be an inevitable or expected consequence of doing business. The realistic goal is not to be risk free but to create an environment where risk is properly appreciated, understood, and managed to ensure that everyone leaves work healthy and safe.

To achieve this, our Health, Safety and Wellbeing policy will be implemented and administered through a robust management system, in accordance with relevant legislation, regulations and standards.

This policy provides the framework for setting objectives to deliver on this commitment; we make health, safety, and wellbeing important and personal so that it influences our choices and behaviours.

In the PLA we will:

- Promote and adopt the Golden Rules - Care, Challenge and Comply.
- Eliminate hazards and reduce risks to as low as reasonably practicable.
- Provide safe and healthy work conditions.
- Provide visible, accountable, and effective leadership.
- Provide adequate information, instruction, training, and supervision.
- Ensure compliance with health and safety legislative requirements and adopt best practice.
- Develop and continually improve our health and safety management system.
- Monitor and measure health and safety performance to ensure compliance and improvement.
- Provide adequate resources to undertake our activities.
- Consult and engage employees on matters affecting health, safety and wellbeing.
- Investigate and correct all accidents, near misses and hazard observations.
- Effectively communicate this policy and the roles and responsibilities that relate to it.

We empower our employees to be actively involved, through consultation and participation in representative meetings, to improve and raise standards, take responsibility for their actions and for the actions of their fellow employees to create a safe, healthy, secure and open environment.

The delivery of this policy is dependent upon its continued ownership by our Senior Leadership Team and their teams. The Senior Leadership team will visibly and consistently uphold the principles and requirements of this Policy and integrate them throughout the company. The executive management team will regularly review health and safety performance.

Robin Mortimer  
Chief Executive  
January 2023

