

PORT OF LONDON AUTHORITY

HEALTH, SAFETY AND WELLBEING POLICY

We believe that all harm is preventable whether this is physical or health related, including mental health. We are committed to protecting the health, safety and wellbeing of our employees and aspire to influence the wider river community and those who work with us. We put '*health and safety at the heart of everything we do*'.

To achieve this, our Health, Safety and Wellbeing policy will be implemented and administered through systems, processes, procedures and arrangements, in accordance with UK Legislation, applicable 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;
- Set and implement a challenging strategic plan for improving health, safety and wellbeing;
- Provide visible, accountable and effective leadership;
- Provide information, instruction, training and supervision to ensure everything we do is done safely;
- Measure and monitor health and safety performance regularly to ensure continual improvement;
- Implement health and safety best practice wherever we can;
- Committed to eliminating and reducing risk and where risks exist ensure control measures are in place
- Encourage the reporting of incidents by adopting a fair and just culture.

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 Chief Executive has been nominated to ensure suitable arrangements are in place for health, safety and wellbeing. On a day to day basis, this duty is discharged by the Director of Human Resources, the Head of Health, Safety and Wellbeing and a team of professional advisors who are responsible for providing advice, assurance and support to enable the organisation to fulfil their health, safety and well-being duties.

This policy was approved by the PLA Executive Committee on 15 December 2020 and will be reviewed annually.

Robin Mortimer
Chief Executive

