



Health, Safety and Wellbeing Policy

Purpose

The Delivery Authority is committed to delivering the Restoration and Renewal of the Houses of Parliament (the “Restoration and Renewal Programme”) in a manner that protects our team, our stakeholders and the wider public from harm or ill health. We will strive to achieve much more than our legal obligations and continuously seek to achieve outstanding performance in all aspects of our Health, Safety & Wellbeing (HSW) programme.

Principles

The Delivery Authority will meet its purpose by achieving the following:

- **Leadership** – Our leadership team will set the standard for health, safety and wellbeing in everything they say and do, leading by example and always being open to feedback and challenge.
- **Culture** – We will foster a “Just Culture” of fairness, inclusion, collaboration, and respect which will underpin our HSW strategy.
- **Communication** - Our people are key to our success. Our HSW strategy will create effective lines of communication, consultation and engagement to put them at the heart of our solutions. Everybody will receive the training and skills they need to be effective in their work.
- **Performance** – We will measure our performance via industry best practice leading and lagging indicators to know what exemplar performance looks like. We will strive for prevention before reactive intervention.
- **Health** – We will ensure health, mental health and wellbeing have parity with importance to safety. Our people will be given the knowledge and opportunity to leave the project healthier than when they joined.
- **Risk** – Where possible we will eliminate risk at source through effective design and risk management principles. We will ensure that our low probability, but life-threatening critical risks, receive sufficient time and resource to be managed and mitigated effectively.
- **Supply chain** - We will engage with our supply chain positively to embrace our principles. We will support their HSW efforts by providing clear expectations through our contracts, standards and expectations. And we will provide a framework for their collaboration to continuously improve together with a consistent, one programme approach.

Applicability, Implementation, Improvement and Resources

This Policy applies to the Restoration and Renewal Programme.

We will comply with all our legal obligations relating to health and safety. We understand our duties to ensure, so far as reasonably practicable, the health, safety and welfare of our employees, those working on our behalf and those affected by our activities.

We expect those working with us to take reasonable care of their own and other people’s health and safety.



HOUSES OF PARLIAMENT

R&R DELIVERY AUTHORITY

We will implement our Principles across the entire Restoration and Renewal Programme through a HSW strategy and supporting strategies, which will inform the HSW requirements of the Integrated Management System. We will hold our partners and supply chain to the same high standards through our procurement and contractual processes and ongoing reporting requirements.

The HSW strategy and the Integrated Management System will be continually reviewed and improved over the life of the Programme.

The R&R Leadership Team will ensure the availability of resources needed to implement this policy and ensure that it remains effective and relevant through regular reviews and updates.

David Goldstone
On behalf of the Company
May 2024