



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 way that protects our team, stakeholders, and the wider public from harm or ill health. We go beyond legal compliance and continuously pursue excellence across all aspects of our Health, Safety and Wellbeing (HSW) programme. The HSW priorities noted below are aligned to and support the Delivery Authority’s core values and behaviours of acting with integrity, being inspiring, achieving together and being ourselves.

Principles

The Delivery Authority will meet its purpose by focusing on the following priorities:

- **Leadership** – Our leaders set the tone for HSW in everything they say and do. They lead by example, listen actively, and are open to feedback and challenge.
- **Culture** – We are building a “just culture” based on fairness, inclusion, collaboration, and respect.
- **Communication** – Our people are key to our success. We will create clear, open channels for communication, consultation and engagement. Everyone will receive the training and support they need to be effective in their work.
- **Performance** – We will measure our performance using the best tools in the industry. By focusing on both proactive and reactive measures, we aim to prevent harm before it happens.
- **Health** – We give equal importance to physical health, mental health and wellbeing as we do to safety. We want everyone working on the Programme to leave healthier than when they started.
- **Risk** – We will design out risks wherever possible and use strong risk management to keep people safe. We will pay special attention to rare but potentially life-threatening hazards, giving them the time and resources they need to be properly managed.
- **Supply chain** - We will work closely with our supply chain, supporting their HSW efforts and setting clear expectations through our contracts and standards. We will foster a collaborative, consistent “one programme” approach so we improve together.

Applicability, Implementation, Improvement and Resources

This Policy applies to the Delivery Authority and its supply chain.

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, our stakeholders 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 Delivery Authority activities and our supply chain through the development and implementation of a HSW strategy along with 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 Policy, strategy and the Integrated Management System will be continually reviewed and improved over the life of the Programme.

The Executive 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.

Russ MacMillan
On behalf of the Delivery Authority Ltd
June 2025