



Health, Safety and Wellbeing Policy

Our Commitment

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. Nothing we do is so important or urgent that it cannot be done safely. We are committed to creating a working environment where health, safety and wellbeing are integral to everything we do. We give equal importance to physical health, mental health, wellbeing and safety.

How We Will Deliver This

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

- **Leading by example** - Our leaders set the tone for health, safety and wellbeing. They will be visible, approachable and accountable, promoting a culture where people feel fully supported to speak up and challenge unsafe conditions.
- **Building a just and inclusive culture** - We foster a fair, respectful and inclusive culture where learning is prioritised over blame, and where psychological health is openly discussed and supported.
- **Designing out risk** - We aim to identify, eliminate and reduce risks at the earliest opportunity through strong design, planning and risk management, using structured, risk-based approaches where hazards cannot be removed.
- **Protecting health and wellbeing** - We will actively manage work-related health risks - physical and mental - with preventative measures, training and access to appropriate support.
- **Engaging our people and partners** - We will consult, listen and respond to our employees, partners and supply chain, recognising that everyone has a role to play in improving health, safety and wellbeing.
- **Measuring and improving performance** - We will monitor performance, learn from incidents and near misses, and aim to continually improve our systems and behaviours over the life of the Programme.



Our Expectations

Everyone working on the Programme is expected to:

- Take personal responsibility for their own health, safety and wellbeing, and have regard to that of others
- Work safely and follow agreed procedures
- Speak up about hazards, concerns or ideas for improvement
- Treat others with dignity and respect

We will comply with all relevant legal requirements and align with recognised best practice standards.

Arrangements for Health, Safety and Wellbeing

Arrangements for achieving the intent of this policy are detailed within our Health, Safety and Wellbeing Strategy and through our supporting procedures which are located within our Integrated Management System. Further information can be found within the Integrated Management System or by contacting the health, safety & Wellbeing team.

Governance and Review

This policy is reviewed regularly, at least annually to ensure it remains effective and relevant, and is approved through our governance arrangements. Assurance and governance arrangements are detailed within the Health, Safety and Wellbeing Strategy and through the wider governance and assurance framework that is in place within the Delivery Authority.

Russ MacMillan

On behalf of the Delivery Authority Ltd
May 2026