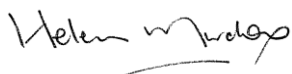


Hanover (Scotland) Housing Association Ltd

Health & Safety Statement Of Intent

This Statement sets out the Association's commitment to achieving high standards of Health & Safety (H&S) across all of its services and activities.

1. The Association, as far as is reasonably practicable, wishes to prevent injuries, incidents and ill-health. It also wishes to ensure that the working environment of all employees is safe and without risk to health or safety, and that adequate provisions are made with regard to the facilities and arrangements for their welfare at work.
2. The Committee of Management, supported by the Chief Executive, is responsible for the conduct of the Association's business. This includes continuously driving forward improvements in H&S.
3. The Association has appointed the HR Director as 'Director accountable for H&S'.
4. The strategic as well as operational requirements of the H&S function will be led by the Association's Health, Safety & Well-being Manager, who is the principal competent person within the Association, as required by legislation.
5. The *Health and Safety at Work etc Act 1974*, supported by a range of regulations, imposes statutory duties on employers and employees. To enable these statutory duties to be met, the Association, as far as is reasonably practicable, will ensure that responsibilities for safety and health are assigned, accepted and fulfilled at all levels of the business; that all practicable steps are taken to ensure the health, safety and welfare of all service users and employees; and will conduct the business in such a way that the health and safety of visitors, contractors and the public is not put at risk.
6. The Association's management and communications structure will ensure that a robust framework for implementation and control, reporting and consultation exists across the Association for the effective delivery of its H&S objectives.
7. To enable the Association to meet its statutory duties and commitments set out above, a comprehensive H&S Management System/Control Manual will be developed, implemented and reviewed, which will include written policies, procedures and arrangements for all relevant areas of H&S.
8. The Association requires **employees** to take all reasonable steps to safeguard the health and safety of themselves and of other persons who may be affected by their acts or omissions at work. It also requires staff to comply with any safe working procedures, practices or 'rules' set out by the Association and with the information, instruction and training provided.



Helen Murdoch
Chief Executive

Date 18 January 2011