

Health & Safety Statement

1. Purpose

TPMG is committed to protecting the health, safety and welfare of its people and of others who may be affected by its activities.

This Health & Safety Statement explains the principles TPMG applies to manage health and safety across its advisory, assurance, audit, training, digital enablement and support activities. It is intended to give clients, suppliers, learners, contractors, visitors and other stakeholders confidence that health and safety is treated as a core operational responsibility and an essential part of professional delivery.

2. Scope

This Statement applies to TPMG's business activities, including:

- office-based and remote working;
 - meetings, consultations and training delivery;
 - client visits, site attendance and audits;
 - travel undertaken for business purposes;
 - lone working where relevant;
 - interaction with clients, suppliers, contractors, learners and members of the public;
 - the use of work equipment, digital systems and supporting infrastructure; and
 - any other work activity carried out under TPMG's control or influence.
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3. Our Commitment

TPMG is committed, so far as is reasonably practicable, to:

- providing and maintaining a safe and healthy working environment;
- identifying hazards and managing risk through suitable and sufficient assessment and control;
- preventing work-related injury, ill health and avoidable incidents;
- providing information, instruction, training and supervision appropriate to the work being carried out;
- protecting workers, clients, contractors, visitors and others who may be affected by TPMG activities;
- maintaining safe systems of work and appropriate arrangements for emergencies, welfare and incident response;
- consulting and engaging with workers on health and safety matters; and
- reviewing and improving health and safety performance over time.

These commitments reflect the structure and content of the example policies you provided, especially the repeated emphasis on safe workplaces, instruction and supervision, risk assessment, accident prevention, consultation and continual review. HSE's current guidance reflects the same legal baseline.

4. Legal and Good Practice Framework

TPMG recognises and accepts its duties under applicable health and safety law and relevant guidance, including where appropriate:

- the Health and Safety at Work etc. Act 1974;
- the Management of Health and Safety at Work Regulations 1999;
- the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR);
- the Health and Safety (Consultation with Employees) Regulations 1996 and, where applicable, the Safety Representatives and Safety Committees Regulations 1977;
- legislation and guidance relating to work equipment, manual handling, display screen equipment, fire safety, workplace welfare and other relevant matters; and
- any additional legal, contractual or site-specific requirements applying to TPMG's

activities.

HSE confirms that these laws place duties on employers to protect workers and others, manage and control risk, consult the workforce, and report certain incidents.

5. Health & Safety Principles

TPMG's health and safety approach is guided by the following principles:

5.1 Leadership

Health and safety is led from the top and supported through clear responsibility and oversight.

5.2 Prevention

Avoiding harm is better than reacting to it after the fact.

5.3 Risk-based control

Hazards should be identified, assessed and controlled proportionately.

5.4 Competence

People should have the information, training and support needed to work safely.

5.5 Consultation

Workers should be informed, engaged and able to raise concerns.

5.6 Continuous improvement

Performance, incidents, feedback and lessons learned should be used to strengthen

arrangements over time.

These themes are consistent throughout your uploaded policies, including the general company, remote working, lone working and sector-specific examples.

6. Governance and Responsibility

Overall responsibility for health and safety rests with TPMG leadership.

TPMG expects that:

- suitable persons are given day-to-day responsibility for coordinating health and safety arrangements;
- responsibilities are defined clearly where work involves staff, contractors, specialists or delivery partners;
- risks are escalated where additional support, resource or control is needed; and
- performance, concerns and incidents are reviewed at appropriate levels.

Your examples follow the same model: overall leadership responsibility, supported by a designated person with day-to-day responsibility and clearly assigned duties for monitoring, training, risk assessment and follow-up.

7. Risk Assessment and Safe Systems of Work

TPMG recognises that effective health and safety management starts with identifying hazards and controlling risk.

Suitable and sufficient risk assessment is expected, where relevant, to consider:

- the nature of the work;
- who may be affected;
- the environment in which work is being carried out;
- equipment, travel, site conditions or lone working factors;

- the competence and capability of those involved; and
- any additional risks created by changes in scope, timing, location or working method.

Controls are expected to be implemented and reviewed where necessary to reduce risk to an acceptable level. HSE guidance states that employers must identify hazards, assess risk and take action to remove or control that risk.

This is also a central feature of your example policies across general business, construction, hospitality, remote work and specialist settings.

8. Information, Instruction, Training and Competence

TPMG recognises that safe work depends on competence as much as policy.

Accordingly, TPMG aims to ensure that people working for or on behalf of TPMG have access to:

- appropriate health and safety information;
- role-relevant instruction and guidance;
- training appropriate to the nature of the work or risk;
- supervision and support where needed; and
- arrangements for raising concerns, requesting clarification or escalating issues.

This aligns closely with the repeated training and competence duties across your uploaded examples, including the use of training matrices, role awareness and refreshers.

9. Consultation and Worker Involvement

TPMG supports the principle that people are more likely to work safely when they are informed, consulted and listened to.

Workers and relevant contributors are encouraged to:

- cooperate with TPMG's health and safety arrangements;
- report hazards, unsafe conditions, near misses and incidents;
- raise concerns where controls appear inadequate; and
- contribute to safer ways of working and practical improvement.

HSE states that employers have a duty to consult employees or their representatives on health and safety matters and that involving workers is one of the best ways to reduce injury and ill health.

This theme also appears directly in your example policies.

10. Work Environments Covered by TPMG

TPMG's activities may take place in different environments, including offices, homes, client sites, event or training locations, partner premises and online/remote settings.

Health and safety considerations may therefore include:

- office and workstation setup;
- display screen equipment and ergonomic risks;
- home and remote working arrangements;
- travel and site access;
- lone working;
- interaction with third-party premises, rules and interfaces; and
- wellbeing, fatigue, stress and workload pressures where relevant.

Your examples specifically highlight home working, lone working and the need to adapt arrangements to the environment in which work takes place.

11. Equipment, Welfare and Protective Measures

Where appropriate to the work being carried out, TPMG expects that:

- work equipment is suitable for the task and maintained appropriately;
- workers have access to adequate welfare arrangements;
- personal protective equipment is used where risk assessment identifies the need;
- safe access and egress are considered and maintained; and
- environments used for work do not expose people unnecessarily to harm.

These practical provisions are reflected throughout your uploaded policy examples.

12. Contractors, Partners and Other Affected Persons

TPMG recognises that its work may involve interaction with clients, suppliers, delivery partners, contractors, learners, visitors and members of the public.

Accordingly, TPMG aims to ensure, so far as reasonably practicable, that its activities do not adversely affect the health and safety of others and that relevant interfaces are managed sensibly and professionally.

Where work involves third parties, TPMG may take steps to:

- clarify responsibilities and lines of control;
- ensure relevant information is shared;
- confirm competence where appropriate;
- coordinate where multiple parties are involved; and
- address hazards that may affect others beyond TPMG itself.

This reflects the contractor/public-protection duties that recur throughout your example documents.

13. Emergency Preparedness, Incidents and Reporting

TPMG expects suitable arrangements to be in place for emergencies, first response, escalation and reporting.

Incidents, near misses, unsafe conditions and health and safety concerns should be raised promptly so they can be assessed and addressed appropriately.

Where required by law, TPMG aims to comply with reportable incident obligations under RIDDOR. HSE's current guidance explains who should report, when incidents are reportable and how reports are made.

Your example policies repeatedly refer to investigation, notifying the HSE of notifiable incidents, preventing recurrence, and maintaining follow-up action.

14. Wellbeing and Work-Related Health

TPMG recognises that health and safety includes not only physical safety, but also work-related ill health and the conditions that can contribute to it.

Where relevant, this may include consideration of:

- workstation and ergonomic factors;
- manual handling risks;
- fatigue, stress and workload;
- lone working or isolation;
- remote-working suitability; and
- support or adjustments where reasonably required.

Your remote working and lone working examples clearly reflect this broader duty of care, including suitable work areas, equipment, contact arrangements and mental welfare considerations.

15. Fire Safety and Related Risks

TPMG recognises the importance of appropriate fire safety arrangements in offices, event spaces, training locations and any premises used for delivery.

Where relevant, TPMG expects:

- emergency routes to be known and kept clear;
- suitable fire precautions to be maintained;
- relevant fire safety arrangements at third-party premises to be respected; and
- reasonable steps to be taken to avoid exposing people to preventable fire risk.

Your examples show that fire safety, emergency procedures and clear access/egress are recurring baseline obligations across multiple sectors.

16. Continuous Improvement

Health and safety is not treated as static. TPMG aims to review and improve its arrangements over time in response to:

- changes in activities, locations or delivery models;
- incidents, near misses or lessons learned;
- worker feedback;
- client or site requirements;
- new or revised legal obligations; and
- changes in tools, equipment, suppliers or ways of working.

This annual review / changed-circumstances approach is consistent across your example policies.

17. Statement on Standards and Certification

TPMG applies structured methods aligned to recognised health and safety duties, good practice and practical risk management principles.

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Unless expressly stated elsewhere in formal TPMG documentation, this Statement does **not** claim that TPMG is currently certified to any particular occupational health and safety management standard. Where certifications, external validations or recognised schemes are achieved, they may be referenced separately and supported by appropriate evidence.

18. Contact

Questions about this Statement or TPMG's approach to health and safety may be directed to:

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19. Disclaimer

This Statement is intended to provide a high-level public summary of TPMG's approach to health and safety. It does not describe every internal procedure, risk control, training requirement, emergency arrangement or operational measure used by TPMG, and TPMG may amend or strengthen its arrangements from time to time in response to legal, client, operational or risk-based requirements.