

Policy Introduction and Statement of Intent

Objective: To communicate FirstPort’s approach to health and safety (incorporating occupational health and safety, fire safety and building safety), identifying key roles within the company and setting out their responsibilities for implementing FirstPort’s policies. The policy sets out FirstPort’s statement of intent, defines health and safety accountabilities and responsibilities at all levels of management, and assists managers to identify and resolve health and safety issues.

Scope: All employees

Introduction: The Health and Safety Policy is divided into three distinct parts:

- The FirstPort Health and Safety Policy ‘Statement of Intent’ which provides the general direction for the management of health and safety within FirstPort.
- The FirstPort ‘Organisation and Arrangements’. This explains the roles and responsibilities of people at all levels of the organisation.
- The FirstPort Safety Assurance Framework. This provides a description of the health and safety management system in line with the ‘plan, do, check, advise’ methodology.

Where appropriate, standard operating procedures and guidance notes will be issued to support these requirements by the Safety Assurance team.

Notes: Business leaders and colleagues must make themselves familiar with the health and safety policy, standard operating procedures and guidance notes to ensure they and their staff are aware of their duties, responsibilities and accountabilities for managing safety.

Enquiries regarding this policy should be addressed to the Safety Assurance team.

Statement of Intent

Commitment to Health, Safety and Wellbeing: The executive leaders of FirstPort recognise their statutory obligations and the benefits of promoting a positive safety culture. Working collaboratively with employees, residents, contractors and suppliers in the promotion of proactive health and safety measures and practices should be a mutual objective for management, colleagues and partners at all levels.

Our commitment is made across all the markets and developments that we operate in. Our Health & Safety Policy is delivered at a regional operating level by our leaders, line managers and property management colleagues. Each Region and Function within FirstPort is responsible for the application of health and safety procedures covering its activities, including the management organisation and arrangements for carrying out the policy with detailed accountabilities and responsibilities.

FirstPort acknowledges that each Region, Development and location will have nuances that align with different client needs and regulatory compliance requirements for Health & Safety. Therefore, FirstPort’s health and safety policy, standard operating procedures and guidance aims to provide the highest level of health and safety measures and practices, which in some cases might exceed the minimum statutory requirements as we value all our colleagues, residents, customers and suppliers regardless of where they are in the UK.

Our aim is to ensure that health, safety and wellbeing is embedded into our culture and everyday activities.

FIRSTPORT fully recognises its responsibility to:

- Provide and maintain safe and healthy working conditions and practices, considering any statutory requirements in the places where we work and the services we provide
- Provide training, information and instruction enabling colleagues to perform their work safely and efficiently
- Maintain a constant and continuing interest in health, safety and wellbeing matters applicable to FirstPort activities.

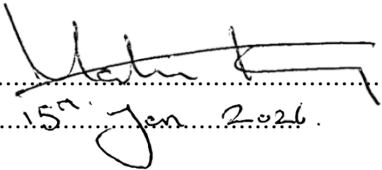
Employees have a responsibility to cooperate with FIRSTPORT by:

- Working safely and adhering to FirstPort’s health and safety policies, procedures and practices
- Every employee is responsible for their own health and safety and that of people they impact
- Every Manager is accountable for the health and safety of those under their supervision.

Together we will:

- Enhance the safety and health of our people, residents, clients and support their safety and wellbeing
- Openly report on our health and safety performance and give recognition to positive performance.

As part of FirstPort’s commitment to health and safety work practices, the associated policies and procedures will be regularly reviewed and updated as changes of work practices and legislation occur.

Signed 

Date 15th Jan 2026

Martin King
Managing Director