

HEALTH, SAFETY, ENVIRONMENTAL AND SUSTAINABILITY POLICY STATEMENT

Policy Statement

The Director of Carver Coaching Ltd recognises that effective management of health, safety and environmental sustainability is fundamental to the success, integrity and reputation of the business.

We are committed to providing safe and healthy working conditions for employees, associates, contractors, clients and visitors, whilst minimising our environmental impact and contributing positively to the communities in which we operate.

Health, safety and environmental management form an integral part of our governance framework and business operations. We will lead by example through visible commitment and active oversight.

Scope

This policy applies to all employees, associates, contractors and subcontractors working on behalf of Carver Coaching Ltd.

Health and Safety

Carver Coaching Ltd is committed to:

- Complying with all applicable UK health and safety legislation and regulations.
- Providing and maintaining a safe and healthy working environment.
- Conducting appropriate risk assessments for all work activities, including onsite delivery, workshops and remote working arrangements.
- Ensuring Display Screen Equipment (DSE) and home working risks are assessed and managed.
- Promoting physical and psychological wellbeing, including a culture of openness where individuals can raise concerns without fear of detriment.
- Preventing work-related injury and ill health so far as is reasonably practicable.
- Ensuring appropriate public liability and professional indemnity insurance is maintained.

All personnel have a responsibility to work safely, comply with this policy and immediately report unsafe conditions or practices.

Environmental and Sustainability Commitment

Carver Coaching Ltd is committed to conducting business in an environmentally responsible and sustainable manner.

We will:

- Comply with all relevant environmental legislation.
- Reduce our carbon footprint in line with UK Net Zero ambitions.
- Deliver services virtually where appropriate to reduce travel-related emissions.
- Minimise waste and operate a largely paperless business model.
- Encourage sustainable procurement and responsible supplier practices.
- Conserve energy and natural resources wherever possible.
- Prevent pollution and minimise environmental impact across our operations.

Further detail on carbon reduction commitments is outlined in our separate Net Zero Strategy Statement.

Social Responsibility

We recognise that environmental sustainability forms part of a broader social responsibility. We are committed to ethical business conduct, community contribution and responsible supply chain practices.

Continuous Improvement

Carver Coaching Ltd is committed to continual improvement in health, safety and environmental performance.

We will:

- Review this policy annually.
- Monitor relevant risks and performance indicators.
- Update procedures where required.
- Ensure appropriate training and awareness for all personnel.

The Director retains overall responsibility for the implementation and monitoring of this policy.

Signed:



Name: LISA MARTIN, MANAGING DIRECTOR OF CARVER COACHING LTD

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Next Review: Jan 2027



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