



Cobalt Housing Limited
Health and Safety Policy Statement 2025

So far as is reasonably practicable, Cobalt will:

- Comply with health and safety legislation meeting the requirements of regulatory bodies and customer expectations
- Build a positive health and safety culture that encourages openness and transparency and uses learning from incidents to prevent re-occurrence and continuously improve
- Ensure robust health and safety risk mitigation strategies are in place to reduce negative impacts on colleagues, customers and the environment
- Provide adequate and maintained welfare facilities and a healthy working environment
- Ensure all places of work are maintained in a safe condition, without risks to health
- Encourage colleagues to report incidents to allow greater analysis of risks
- Ensure incidents are investigated thoroughly and promptly to identify immediate, root and underlying causes and, where possible, to ensure measures are implemented to reduce or eliminate recurrence
- Ensure colleagues are trained in general health and safety awareness and receive job specific training instruction, information and supervision relating to hazards and safe practices
- Ensure risk assessments are undertaken for hazardous work activities and reviewed regularly, including asbestos surveys, fire risk assessments, and legionella assessments.
- Ensure that safe systems of work are implemented for hazardous activities
- Ensure that contractors (and sub-contractors) and suppliers are committed to achieving and adhering to the standards of health and safety detailed in this policy
- Provide occupational health programmes and the promotion of wellbeing for our colleagues
- Ensure all our properties are maintained in a safe condition and any risks to our customers have been fully considered and addressed. Cobalt is aware that some of our customers have specific health and safety considerations

Cobalt Housing acknowledges and accepts its responsibilities regarding health and safety and will ensure that we always work in accordance with the required legislation, Approved Code of Practice and guidance.

It is essential to ensure that colleagues, customers, contractors, and visitors remain safe in our premises (both Domestic and Non-Domestic). Failure to properly discharge our statutory, legislative, and regulatory responsibilities may also result in:

- Prosecution by the Health and Safety Executive under HASAWA 1974
- Prosecution under Corporate Manslaughter and Corporate Homicide Act 2007
- Reputational damage
- Loss of confidence by stakeholders in the organisation.

To ensure this Policy is effective, Cobalt will:

- Review it at regular intervals and when significant changes are made to health and safety legislation, guidance, related policies and procedures or within the organisation
- Present any changes to the Health & Safety Committee
- Communicate any amendments to colleagues

- Produce this policy and related procedures in alternate formats as and when necessary.

Signed:

Signed by:
Claire Griffiths
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Claire Griffiths
Chief Executive Officer

Date:

12-Nov-25