

HEALTH, SAFETY AND WELLBEING POLICY STATEMENT

Ridge & Partners LLP (Ridge) is certified by BSI to ISO 45001:2018.

The Senior Partner, Adrian O’Hickey, has the ultimate responsibility for implementing this policy throughout the Partnership, with Richard Thorpe appointed as the Responsible Person for Health and Safety. Additional health and safety responsibilities are delegated to senior employees across the business to ensure that health, safety, and wellbeing considerations are given priority in planning and day-to-day supervision of work and that there is accountability at all levels.

The Partnership will monitor the operation of this policy to encourage and strive for continual improvement of the health and safety management system.

The Partners commit to the following:

- All Ridge work shall be carried out in accordance with the relevant statutory provisions and all reasonably practicable measures are taken to avoid risk and reduce injuries and ill health to its employees or others that may be affected by its activities.
- As far as reasonably practicable, a safe and healthy working environment will be provided for all Ridge employees.
- Consultation and participation of all employees, and where appropriate employee representatives, regarding health and safety management.
- The information, training, supervision, plant and equipment, necessary to identify, eliminate, or control hazards and risks associated with the organisation’s activities will be provided.
- Ridge will fully comply with the duties placed upon it within the requirements of the Health and Safety at Work etc. Act 1974 and all other applicable legislation and requirements, striving to ensure full compliance by all parties involved.

- Supporting regular audits, performance reviews, incident analysis and the setting of objectives in line with the health and safety management system which will be reviewed at periodic intervals.
- Identifying opportunities for improving health, safety and wellbeing performance, not just mitigating risk.

It is Ridge policy that employees and sub-consultants:

- Familiarise themselves with Ridge health and safety policies.
- Cooperate in carrying out Ridge health and safety requirements.
- Ensure that, as far as is reasonably practicable, their work is carried out without risk to themselves or others.

This Policy Statement is reviewed on an annual basis to reflect any changes in legislation and shall be displayed prominently in all Ridge offices, as well as being available to view on the Ridge website. The organisation’s health and safety documents and arrangements for implementation can be viewed by employees on the Ridge Intranet and will be communicated to employees during induction and training to ensure it is understood and complied with.

Signed:



Position: Senior Partner

Date: 25 June 2025

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