

At Tri Phoenix, we prioritize the health, safety, and well-being of our employees, partners, clients, and the communities in which we operate. Our commitment to maintaining a safe and secure work environment is unwavering, as we recognize that a strong health and safety culture is essential for the success of our operations and the protection of all stakeholders. This policy outlines our approach to health and safety management for the services we provide to the UK government.

1. Health and Safety Commitment

At Tri Phoenix, our unwavering commitment to health and safety serves as the cornerstone of our operations. We recognize that the well-being of our employees, partners, clients, and the communities we serve is paramount. Our dedication to achieving the highest standards of health and safety underscores our responsibility to create a secure and protected environment where individuals can thrive and excel.

a. Integrating Health and Safety in All Activities

Our commitment to health and safety is not a standalone initiative; it's an integral part of every task, project, and operation we undertake. We firmly believe that health and safety considerations should be seamlessly woven into the fabric of our daily activities, forming a foundation upon which all other aspects of our work are built.

b. Leadership's Proactive Involvement

Our leadership team plays a pivotal role in driving our health and safety commitment. They lead by example, demonstrating a proactive dedication to safety-conscious decision-making and behaviour. Their involvement extends beyond rhetoric; they actively prioritize health and safety considerations in strategic planning, resource allocation, and project execution.

c. Cultivating a Safety Culture

We aspire to foster a safety culture where every individual, from the newest employee to the most seasoned veteran, understands their role in upholding health and safety standards. This culture empowers everyone to take ownership of safety, encouraging them to identify hazards, report concerns, and contribute to the continuous improvement of our practices.

d. Empowering Empowerment and Accountability

Empowerment and accountability go hand in hand in our commitment to health and safety. We empower our employees to voice their safety concerns, suggest improvements, and actively participate in maintaining a safe work environment. At the same time, we hold ourselves accountable to implement the necessary measures to address these concerns and create a safer workplace.

e. Leading by Example

Our leadership's commitment to health and safety is not just a statement; it's a lived experience. By embodying safety principles in their actions and decisions, they inspire the entire organisation to embrace a safety-first mindset. This leads to a ripple effect where each individual becomes an advocate for health and safety.

f. Continuous Learning and Adaptation

Our commitment to health and safety is dynamic, evolving, and adaptable. We recognize that the landscape of safety practices and technologies is constantly changing. As such, we engage in continuous learning, staying abreast of the latest industry advancements and incorporating them into our operations to enhance safety.

Tri Phoenix Ltd

Tel: 0333 006 5000

Email: info@tpltd.co.uk

Web: www.Tri-Phoenix.co.uk

20 Wenlock Road, London,
England, England N1 7GU
Registered in England & Wales
Company No. 14997110



Through our resolute health and safety commitment, Tri Phoenix aims to set a benchmark for excellence in creating safe work environments. By integrating health and safety considerations into the core of our operations and fostering a culture of proactive responsibility, we not only protect lives but also elevate the quality of our services to the UK government and our communities as a whole.

HEALTH & SAFETY POLICY

Reviewed on: 19th July 2023

2. Legal and Regulatory Compliance

At Tri Phoenix, we understand that compliance with health and safety laws, regulations, and industry standards is not just a legal requirement but a fundamental obligation to safeguard the well-being of our workforce and all stakeholders involved in our operations. Our commitment to adhering to these standards is resolute, ensuring that our services to the UK government are carried out in a manner that prioritizes safety above all else.

a. Navigating the Complex Landscape

The health and safety landscape is multifaceted, encompassing a myriad of laws, regulations, and industry-specific standards. Our dedicated team of professionals is well-versed in this complex landscape, diligently tracking updates and changes to ensure that our operations remain aligned with the most current legal and regulatory requirements.

b. Full Compliance with Health and Safety Legislation

Our unwavering commitment to health and safety is evident through our strict compliance with the Health and Safety at Work Act and other relevant legislation applicable in the UK. We recognize that these laws set the foundation for ensuring the safety of our employees, contractors, clients, and anyone affected by our activities.

c. Embracing Industry Standards

Beyond legal obligations, we embrace industry standards that serve as best practices for health and safety. Our goal is not merely to meet the minimum requirements but to exceed them whenever possible. By adopting these standards, we create an environment where safety is a non-negotiable aspect of every operation.

d. Risk Mitigation Through Compliance

Our commitment to legal and regulatory compliance is intrinsically tied to risk mitigation. By adhering to established health and safety standards, we proactively identify and address potential hazards, reducing the likelihood of accidents, incidents, and disruptions to our operations.

e. Documentation and Accountability

We maintain meticulous documentation of our compliance efforts. This documentation serves as a testament to our commitment and provides a clear record of our adherence to health and safety standards. Additionally, it reinforces our accountability to all stakeholders, including employees, clients, regulatory bodies, and the UK government.

f. Continuous Monitoring and Improvement

Compliance is not a static concept; it requires continuous monitoring and improvement. We regularly review and update our procedures, protocols, and training to ensure that we are not only compliant but also at the forefront of safety innovation.

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g. Collaboration with Regulatory Bodies

Our commitment to legal and regulatory compliance extends to collaborating with relevant regulatory bodies. We actively engage in constructive dialogue, sharing insights and seeking guidance to uphold the highest standards of safety in our operations.

h. Building Trust Through Compliance

By demonstrating unwavering compliance with health and safety laws and regulations, Tri Phoenix builds trust with our employees, clients, partners, and the UK government. We aim to be recognized not only for our quality services but also for our steadfast commitment to the safety and well-being of all involved.

Through our dedication to legal and regulatory compliance, Tri Phoenix creates an environment where safety is paramount, demonstrating our commitment to responsible and ethical business practices. By aligning with the highest standards, we contribute to the overall well-being of our workforce and communities, while ensuring the successful delivery of services to the UK government.

3. Risk Assessment and Management

At Tri Phoenix, the safety and well-being of our employees, partners, clients, and the broader community take precedence in everything we do. Our commitment to comprehensive risk assessment and proactive risk management forms a fundamental pillar of our health and safety strategy. Through diligent evaluation and targeted measures, we aim to identify, minimize, and control potential hazards, ensuring the utmost safety for everyone involved in our projects and activities.

a. Thorough Risk Assessment Process

Every project and activity we undertake undergoes a rigorous risk assessment process. This process is designed to systematically identify potential hazards and evaluate their potential impact on safety. Our team of experts, in collaboration with relevant stakeholders, examines every aspect of the task at hand to ensure a comprehensive understanding of potential risks.

b. Identifying Potential Hazards

During the risk assessment process, we leave no stone unturned in identifying potential hazards. Whether they are physical, chemical, biological, or ergonomic in nature, our goal is to comprehensively catalogue all risks that could compromise the safety of our workforce and stakeholders.

c. Evaluation of Risk Magnitude

Risk assessment involves more than just identifying hazards; it requires evaluating the magnitude of each risk. We prioritize risks based on their severity, potential consequences, and the likelihood of occurrence. This prioritization guides us in allocating resources to address the most critical risks first.

d. Tailored Mitigation Measures

Once risks are identified and prioritized, we develop tailored mitigation measures for each risk. These measures could range from engineering controls and administrative protocols to personal protective equipment (PPE) requirements. Our approach is tailored to each situation, ensuring that mitigation strategies are effective and practical.

e. Elimination, Minimization, and Control

Our ultimate aim is to eliminate, minimize, or control risks to an acceptable level. Whenever feasible, we seek to eliminate hazards entirely. If elimination is not

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possible, we strive to minimize risks through engineering controls and procedural changes. When risks cannot be fully eliminated or minimized, we implement stringent control measures to ensure the safety of our personnel.

f. Ongoing Monitoring and Review

Risk assessment is not a one-time endeavour; it's a continuous process. We regularly monitor and review our risk assessments, especially when conditions change or new information becomes available. This ongoing diligence allows us to adapt and enhance our risk management strategies in real time.

g. Employee Involvement

Safety is a collective effort that involves everyone. We actively involve our employees in the risk assessment process, valuing their insights and observations. This collaborative approach enriches our understanding of potential hazards and helps us devise more effective mitigation strategies.

h. A Safer Future Through Proactive Measures

By conducting thorough risk assessments and implementing targeted risk management measures, Tri Phoenix is dedicated to creating a safer work environment for all. We recognize that safeguarding the well-being of our workforce and stakeholders requires a vigilant and proactive approach to risk identification, assessment, and mitigation. Through these efforts, we strive to ensure that every project and activity we undertake contributes to a culture of safety and contributes to the successful delivery of services to the UK government.

4. Employee Training and Competence

At Tri Phoenix, we recognize that the cornerstone of a strong health and safety culture lies in the knowledge, skills, and competence of our employees. We are committed to providing comprehensive training that equips our workforce with the tools they need to perform their tasks safely and effectively. Through tailored training programs, we cover critical areas such as hazard identification, emergency response, and the proper utilization of personal protective equipment (PPE).

a. Customized Training Programs

We understand that the nature of our projects and activities varies, and so do the associated risks. That's why our training programs are meticulously tailored to the unique needs of each role, task, and project. This ensures that employees receive training that directly aligns with their responsibilities and the potential hazards they may encounter.

b. Hazard Identification and Risk Mitigation

Central to our training is the ability to identify hazards and assess risks. Our employees are trained to recognize potential risks and hazards specific to their roles. This empowers them to take proactive measures to mitigate risks and ensure the safety of themselves and their colleagues.

c. Emergency Preparedness and Response

Emergency situations can arise unexpectedly, and preparedness is key to swift and effective response. Our training programs include comprehensive guidance on emergency protocols, evacuation procedures, and first aid techniques. We ensure that every employee is well-versed in handling emergency situations with confidence and competence.

d. Proper Use of Personal Protective Equipment

Personal protective equipment (PPE) plays a vital role in safeguarding employees

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from various hazards. Our training covers the proper selection, use, and maintenance of PPE, ensuring that employees understand how to maximize the protective benefits of these tools.

e. Interactive Learning Approaches

We believe in engaging, interactive learning experiences. Our training methods go beyond traditional lectures; we utilize workshops, simulations, role-playing, and real-world scenarios to immerse employees in practical learning situations. This hands-on approach ensures that the knowledge gained is not just theoretical but can be applied effectively in real-life situations.

f. Continuous Learning and Professional Development

Our commitment to employee training doesn't end after initial onboarding. We foster a culture of continuous learning and professional development, providing ongoing opportunities for employees to refresh their skills, stay updated on industry best practices, and expand their knowledge base.

g. Assessment and Competence Evaluation

Training is not merely about completion; it's about competence. We assess the effectiveness of our training through evaluations that measure the application of learned skills in practical scenarios. This approach ensures that employees are not only knowledgeable but also capable of translating that knowledge into safe actions.

h. Empowerment for a Safer Future

By investing in comprehensive employee training, Tri Phoenix empowers its workforce to be proactive participants in maintaining a safe work environment. We understand that informed and skilled employees are the backbone of our health and safety culture. Through ongoing training and the development of competence, we foster a culture where safety is second nature, enabling us to provide high-quality services to the UK government while ensuring the well-being of all stakeholders.

5. Safe Work Practices

At Tri Phoenix, safety is not just a priority—it's an inherent value that guides every action and decision we make. We understand that safe work practices are the bedrock upon which our operations rest, and we are steadfast in our commitment to fostering a work environment where every task is performed with utmost care and consideration for the well-being of all. Through the establishment of clear guidelines, adherence to safety protocols, and collective responsibility, we ensure that our employees and contractors execute their responsibilities safely and effectively.

a. Defining Clear Guidelines

Our commitment to safe work practices begins with the establishment of clear guidelines for every task and procedure. These guidelines are rooted in industry best practices, regulatory requirements, and lessons learned from past experiences. By providing our workforce with precise instructions, we create a framework that leaves no room for ambiguity or uncertainty.

b. Tailored Approaches for Different Tasks

We recognize that tasks vary widely in terms of their nature and potential risks. Our safe work practices are not a one-size-fits-all approach; they are tailored to the specific requirements and hazards of each task. This ensures that employees are equipped with the right information and protocols to navigate their tasks safely.

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c. Embedding Safety in Procedures

Safety is not an afterthought—it's woven into the very fabric of our procedures. From planning and execution to completion, safety considerations are integrated into every step. By seamlessly blending safety into our processes, we create a culture where safe practices become second nature.

d. Empowering Individual Responsibility

While safe work practices are established collectively, their successful execution rests on the shoulders of each individual. We empower our employees and contractors to take personal responsibility for their safety and the safety of their colleagues. This empowerment goes beyond compliance; it's about fostering a mindset where safety is a shared commitment.

e. Continuous Communication and Training

Safe work practices are not static; they evolve with changing circumstances and new information. We maintain open lines of communication to keep our workforce informed about updates to safe work practices. Regular training ensures that everyone is up to date on the latest protocols and techniques.

f. Reporting and Learning

Our commitment to safe work practices includes a robust reporting mechanism. Employees and contractors are encouraged to report near misses, incidents, and potential hazards. These reports serve as opportunities for learning, allowing us to identify areas for improvement and take proactive measures to prevent future occurrences.

g. Culture of Prevention

Safe work practices are not just about responding to emergencies; they are about preventing them from happening in the first place. By fostering a culture where prevention is prioritized, we create an environment where accidents and injuries become increasingly rare.

h. Elevating Quality and Efficiency

Safety and efficiency are not mutually exclusive. In fact, safe work practices enhance both. When employees are confident in their safety and equipped with the right procedures, they can execute tasks more efficiently, leading to better-quality outcomes and increased productivity.

Through our steadfast commitment to safe work practices, Tri Phoenix creates an environment where every task is a testament to our dedication to the safety and well-being of our employees and contractors. By adhering to established guidelines and fostering a culture of vigilance and accountability, we ensure that our operations are not only successful but also conducted in a manner that upholds the highest standards of safety and care.

6. Emergency Preparedness and Response

In the realm of safety, preparation is paramount. At Tri Phoenix, we understand that emergencies can arise unexpectedly, and the ability to respond swiftly and effectively can make all the difference in minimizing risks and ensuring the safety of our employees, partners, and stakeholders. Our commitment to emergency preparedness and response is unwavering, as evidenced by our well-structured emergency response plans, continuous training, and readiness for a wide range of scenarios.

a. Proactive Planning for Varied Scenarios

Emergencies come in various forms, from natural disasters to industrial incidents.

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Our emergency preparedness encompasses a comprehensive range of scenarios, ensuring that we are ready to address any situation that may arise. Through meticulous planning, we identify potential risks, assess vulnerabilities, and develop response strategies that prioritize safety and swift action.

b. Well-Defined Emergency Response Plans

Our emergency response plans are not mere documents; they are dynamic tools designed to guide our workforce in times of crisis. These plans outline step-by-step procedures, responsibilities, communication protocols, and evacuation routes. They are tailored to the specifics of each project site and activity, ensuring that everyone is aware of their role in an emergency.

c. Training and Familiarization

Preparedness is not just about having plans—it's about ensuring that every employee is well-versed in executing those plans. Regular drills, simulations, and training sessions are conducted to familiarize our workforce with emergency procedures. These practical exercises help build muscle memory, enabling our employees to respond confidently and effectively when faced with a real emergency.

d. Comprehensive Communication Strategies

Communication is central to emergency response. Our plans include robust communication strategies that ensure timely and accurate dissemination of information to all stakeholders, both internal and external. This facilitates coordination, minimizes confusion, and enables everyone to make informed decisions during critical moments.

e. Collaborative Approach

Emergency response is a collective effort that extends beyond individual roles. We foster a collaborative approach where every employee, contractor, and partner is aware of the larger emergency response ecosystem. This includes coordinating with local authorities, emergency services, and other relevant parties to ensure a synchronized and efficient response.

f. Review and Continuous Improvement

Our commitment to emergency preparedness is ongoing. We regularly review and refine our emergency response plans based on lessons learned, feedback from drills, and changing conditions. This iterative process ensures that our plans remain relevant, effective, and adaptable.

g. Peace of Mind Through Preparedness

By maintaining well-defined emergency response plans and providing continuous training, Tri Phoenix instills confidence in our employees and stakeholders. We recognize that emergencies are unpredictable, but our preparedness gives us the tools to respond with agility and precision. This not only safeguards lives but also enhances our ability to provide uninterrupted services to the UK government.

Through our steadfast focus on emergency preparedness and response, Tri Phoenix stands ready to face challenges head-on, ensuring the safety of our workforce and stakeholders while maintaining the highest standards of service delivery.

7. Communication and Consultation

In the realm of health and safety, effective communication serves as the glue that binds our commitment to safeguarding lives and creating a culture of vigilance. At Tri Phoenix, we understand that open lines of communication are not just a

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convenience—they are a fundamental necessity that enables us to work cohesively, share vital safety information, and promptly address concerns. Through transparent communication and active consultation, we ensure that every stakeholder is informed, engaged, and empowered to contribute to our collective safety.

a. Transparent Exchange of Safety Information

Safety information should flow freely, without barriers or silos. We facilitate the transparent exchange of safety information among all levels of our organisation, from management to frontline workers. This open dialogue ensures that everyone is informed about potential hazards, emerging risks, and best practices.

b. Fostering a Safety-Conscious Culture

A safety-conscious culture thrives on the foundation of open communication. By openly discussing safety matters, we remove the stigma associated with reporting hazards or concerns. This encourages employees and partners to actively engage in safety conversations and share their observations without hesitation.

c. Engaging All Stakeholders

Safety is a collaborative effort that extends beyond our internal team. We actively engage subcontractors, clients, regulatory bodies, and other stakeholders in our communication initiatives. By sharing safety information with external partners, we create a shared understanding of safety expectations and promote alignment in our approach.

d. Addressing Concerns Promptly

Communication is a two-way street, and we value every voice. We provide accessible channels for employees and stakeholders to voice their concerns and report potential hazards. These concerns are promptly addressed, fostering an environment where individuals feel heard and empowered to contribute to a safer workplace.

e. Regular Safety Meetings

Regular safety meetings serve as platforms for information exchange, updates, and dialogue. These meetings provide opportunities for employees to discuss safety concerns, share lessons learned, and propose improvements. By collectively contributing to safety discussions, we strengthen our safety culture.

f. Consultative Approach to Decision-Making

Effective communication extends to decision-making processes. We value a consultative approach that seeks input from those directly affected by safety decisions. This collaborative approach not only enhances decision quality but also ensures that potential safety implications are thoroughly considered.

g. Responsive to Feedback

Feedback is a valuable resource for improvement. We actively seek and respond to feedback from employees, partners, and stakeholders regarding safety measures and practices. This iterative feedback loop helps us refine our safety strategies and adapt to evolving needs.

h. Empowerment Through Communication

Transparent communication is more than just information dissemination—it's an empowerment tool. By fostering an environment where safety concerns are openly discussed, we empower everyone to actively contribute to their own safety and the safety of their colleagues.

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Through our commitment to open communication and active consultation, Tri Phoenix cultivates a safety culture that is rooted in transparency, engagement, and empowerment. By involving all stakeholders in safety conversations and promptly addressing concerns, we create an environment where safety is everyone's responsibility, contributing to the successful delivery of services to the UK government while prioritizing the well-being of all involved.

8. Continuous Improvement

The journey to excellence in health and safety is not static; it's a continuous and dynamic process of growth and refinement. At Tri Phoenix, we wholeheartedly embrace this philosophy, recognizing that there is always room for improvement. Our commitment to continuous improvement is ingrained in our DNA, and it guides us to consistently elevate our health and safety performance for the benefit of our workforce, clients, and stakeholders.

a. A Culture of Reflection

Continuous improvement begins with reflection. We proactively review our health and safety practices, policies, and procedures to identify strengths, weaknesses, and opportunities for enhancement. This culture of reflection encourages us to question the status quo and seek innovative ways to enhance safety.

b. Learning from Incidents and Near Misses

Every incident, no matter how minor, holds valuable lessons. We analyse incident reports and near misses with a keen eye to understand root causes and contributing factors. This analysis enables us to take corrective actions that address underlying issues and prevent similar incidents from occurring in the future.

c. Data-Driven Decision Making

Our commitment to continuous improvement is data-driven. We collect and analyse health and safety data, drawing insights that inform our decision-making process. This analytical approach empowers us to make informed choices that lead to meaningful improvements.

d. Regular Reviews and Audits

Regular reviews and audits are instrumental in our quest for improvement. We conduct internal audits, safety assessments, and performance evaluations to assess our adherence to health and safety standards. These reviews reveal opportunities for enhancement and guide us in implementing effective strategies.

e. Implementing Best Practices

Our pursuit of continuous improvement extends beyond our organisation. We actively seek out and implement best practices from across industries and jurisdictions. By learning from others' successes and lessons, we enrich our knowledge and bring innovation to our safety practices.

f. Employee Engagement in Improvement Initiatives

Our employees are the heart of our safety culture, and their insights are invaluable. We actively involve them in improvement initiatives, encouraging them to contribute their ideas and suggestions for safer work practices. This

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collaborative approach ensures that our improvements are rooted in real-world experiences.

g. Setting and Tracking Performance Metrics

Continuous improvement is measurable. We set performance metrics and targets related to health and safety, tracking our progress against these goals. These metrics provide us with tangible benchmarks and indicators of our success on our improvement journey.

h. Adapting to Changing Conditions

Conditions and technologies evolve, and so do our safety practices. We adapt to changes in the industry, regulatory landscape, and technological advancements. This adaptability ensures that our continuous improvement efforts remain relevant and effective.

i. An Unwavering Commitment

Through our dedication to continuous improvement, Tri Phoenix demonstrates an unwavering commitment to the well-being of our employees, clients, and stakeholders. We believe that by constantly raising the bar in health and safety performance, we contribute not only to a safer work environment but also to the success and resilience of our services to the UK government.

With every step forward, Tri Phoenix reaffirms its pledge to uphold the highest standards of safety and care, ensuring that our continuous improvement efforts contribute to the advancement of health and safety practices within our organisation and the broader community.

9. Reporting and Investigation

In the realm of health and safety, knowledge is power. At Tri Phoenix, we recognize that incidents, accidents, and near misses are not just unfortunate events—they are opportunities for learning and improvement. Our commitment to reporting and investigation is integral to our safety culture, as it allows us to understand the root causes of these events, take corrective actions, and continually enhance our safety measures.

a. Prompt Reporting for Swift Action

Incidents, accidents, and near misses are not to be hidden or ignored. We emphasize a culture of transparency and accountability, where every member of our organisation is encouraged to promptly report any safety-related occurrence. This early reporting enables us to take swift action, minimizing potential risks and preventing future incidents.

b. Thorough Investigations for Root Cause Analysis

When an incident occurs, our response goes beyond surface-level examination. Thorough investigations are conducted to delve into the root causes of the event. These investigations involve collaboration between various experts and stakeholders to ensure a comprehensive understanding of the contributing factors.

c. Learning from Incidents and Accidents

Each incident and accident is a unique learning opportunity. By analysing the circumstances, actions, and conditions that led to the event, we gain insights that

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guide us in making necessary changes. This proactive approach prevents similar incidents from happening in the future.

d. Near Misses: A Preventive Lens

Near misses are near escapes—warning signs that something could have gone wrong. Our approach to near misses is to view them as opportunities for prevention. By investigating near misses, we identify vulnerabilities in our processes and address them before they escalate into actual incidents.

e. Using Data to Drive Improvement

Reporting and investigation are not just procedural; they are part of our data-driven improvement strategy. We compile data from incidents, accidents, and near misses, identifying trends and patterns that inform our safety measures. This data-driven approach empowers us to make informed decisions that lead to meaningful enhancements.

f. Corrective Actions and Continuous Improvement

Investigation findings drive action. We take corrective actions that address the root causes of incidents and accidents. These actions go beyond mere fixes; they contribute to a culture of continuous improvement, where each intervention strengthens our safety practices.

g. Sharing Insights for Collective Learning

Our commitment to reporting and investigation extends to sharing insights across our organisation. By disseminating investigation findings and lessons learned, we ensure that knowledge is circulated, enabling all employees to benefit from these insights.

h. Preventing Recurrence Through Knowledge

By analysing incidents, accidents, and near misses, Tri Phoenix doesn't just address the present; we safeguard the future. Our focus on reporting and investigation ensures that we build a repository of knowledge that prevents the recurrence of incidents and contributes to the overall improvement of our health and safety practices.

Through our dedication to transparent reporting, thorough investigations, and proactive improvement, Tri Phoenix demonstrates an unwavering commitment to the well-being of our workforce, clients, and stakeholders. By turning incidents into learning opportunities, we contribute to the ongoing evolution of our safety culture and enhance our ability to deliver services to the UK government in a secure and responsible manner.

10. Stakeholder Engagement

A commitment to health and safety is a commitment to the well-being of all those involved. At Tri Phoenix, we understand that our health and safety initiatives are most effective when we engage with the collective wisdom and perspectives of our diverse stakeholders. Our dedication to stakeholder engagement forms the cornerstone of our health and safety philosophy, allowing us to collaboratively shape our policies and practices to ensure the highest levels of safety for everyone.

a. Empowering Employees for Safety

Our employees are the heartbeat of our organisation, and their insights are invaluable. We actively engage with our workforce to gather their input and perspectives on health and safety matters. By involving them in decision-making

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processes, we create a sense of ownership and empowerment, reinforcing the idea that safety is a shared responsibility.

b. Coordinating with Subcontractors and Partners

Safety extends beyond our immediate team—it encompasses subcontractors, partners, and anyone involved in our projects. We engage with these stakeholders to ensure that everyone is aligned with our health and safety values. By fostering open communication and collaboration, we create an environment where safety is a common goal.

c. Client-Centric Safety Solutions

Our clients' interests and expectations play a pivotal role in our health and safety practices. We engage with our clients to understand their unique requirements and preferences. By involving them in shaping safety solutions, we tailor our approach to align with their goals and create a secure environment that meets their needs.

d. Responsive to Community Concerns

The communities in which we operate are integral stakeholders in our health and safety efforts. We actively engage with local communities to address their concerns, share our safety practices, and collaborate on measures that prioritize their safety and well-being.

e. A Shared Vision for Safety

Stakeholder engagement isn't just about gathering feedback; it's about weaving diverse perspectives into a shared vision for safety. By valuing and incorporating the insights of our stakeholders, we create a comprehensive approach to health and safety that draws on the expertise and experiences of all involved.

f. Shaping Policies through Collaboration

Our health and safety policies aren't just dictated from the top down; they are shaped through collaboration. We engage with stakeholders to gather input on policies and practices, ensuring that they reflect the collective wisdom of our workforce, partners, and clients.

g. Open Dialogue for Continuous Improvement

Stakeholder engagement fosters open dialogue that goes beyond isolated conversations. It becomes an ongoing exchange where ideas are shared, feedback is sought, and improvements are made. This continuous engagement ensures that our health and safety measures remain dynamic and responsive.

h. A Unified Commitment to Safety

Through stakeholder engagement, Tri Phoenix emphasizes that safety is a collective endeavour. By involving employees, subcontractors, clients, and communities, we create a unified front where safety is paramount. This collaborative approach extends to our services for the UK government, ensuring that the health and safety of all stakeholders remain central to everything we do.

With each engagement, Tri Phoenix reaffirms its commitment to fostering a culture of safety that is inclusive, responsive, and effective. Through collaboration, we create an environment where everyone's well-being is prioritized, contributing to the delivery of services that are not only of the highest quality but are also executed with the utmost dedication to safety.

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11. Accountability and Leadership

In the realm of health and safety, accountability is not just a word—it's a fundamental principle that underscores our commitment to the well-being of our workforce and stakeholders. At Tri Phoenix, we firmly believe that accountability for health and safety is a shared responsibility that spans every level of our organisation. Through our leadership's unwavering commitment, we set the bar high for safety consciousness and foster a culture where everyone takes ownership of their actions and decisions in the context of safety.

a. Leadership: Setting the Tone

Leadership is not merely a title; it's a position of influence that sets the tone for our organisational culture. Our leadership team demonstrates an unyielding commitment to health and safety, not just through words but through actions that exemplify safety-conscious behaviour. By leading by example, our leaders inspire others to prioritize safety in every aspect of their work.

b. Supporting Health and Safety Initiatives

Support from leadership is pivotal in driving health and safety initiatives. Our leaders actively support and champion these initiatives, allocating resources, time, and effort to ensure their success. This visible endorsement sends a powerful message that health and safety are integral to our operations and non-negotiable priorities.

c. Cultivating Safety Consciousness

Safety consciousness is cultivated from the top down. Our leadership team consistently communicates the importance of safety in all communications, meetings, and interactions. By infusing safety into our organisational DNA, we ensure that safety is not an isolated consideration but an inherent part of every decision.

d. Accountability at All Levels

Accountability for health and safety doesn't rest solely with leadership; it permeates every level of our organisation. Every employee, contractor, and partner is held accountable for their role in creating a safe environment. This collective accountability ensures that safety is upheld as a core value by all.

e. Encouraging Reporting and Transparency

Our leaders actively encourage reporting of safety concerns, incidents, and near misses. They promote a culture where individuals feel comfortable sharing their experiences and observations without fear of repercussions. This transparency is essential for identifying potential risks and taking corrective actions.

f. Supporting Ongoing Training

Leadership support is instrumental in providing resources for ongoing health and safety training. Our leaders ensure that employees and contractors receive the necessary training to perform their tasks safely and effectively. This commitment to education elevates our safety practices.

g. Fostering Continuous Improvement

Leadership-driven commitment to continuous improvement is the catalyst for progress. Our leaders embrace the notion that there is always room for enhancement in health and safety. They actively seek opportunities to refine our practices, adapt to changing conditions, and implement innovative solutions.

h. Safety as a Shared Ethos

Through their commitment to health and safety, Tri Phoenix's leadership team

Tri Phoenix Ltd

Tel: 0333 006 5000

Email: info@tpltd.co.uk

Web: www.Tri-Phoenix.co.uk

20 Wenlock Road, London,
England, England N1 7GU
Registered in England & Wales
Company No. 14997110



creates an environment where safety is not just a procedural obligation; it's a shared ethos that binds us all. By exemplifying safety-conscious behaviour, supporting initiatives, and fostering a culture of accountability, our leaders guide us towards a future where safety is intrinsic to everything we do.

With unwavering leadership and collective accountability, Tri Phoenix delivers services to its customers with the utmost dedication to safety. Our commitment to accountability at all levels ensures that health and safety remain at the forefront of our operations, enabling us to deliver services that are not only of the highest quality but are also executed in an environment where safety is paramount.

HEALTH & SAFETY POLICY

Reviewed on: 19th July 2023

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