



## **Health, Safety and Wellbeing Policy Statement - 2021**

It is the policy of Marwell Zoo to comply with the terms of the Health and Safety at Work etc Act 1974, the Zoo Licensing Act 1981 and all relevant legislation. Our main objectives are to provide and maintain a safe and healthy workplace, ensuring continuous improvement in our safety performance.

The Zoo recognises and accepts its duty to protect the health and safety of all visitors including contractors and members of the general public who might be affected by its operations.

While the management of the Zoo will make every effort to ensure the health and safety of its employees, it is recognised that health and safety at work is the responsibility of every individual associated with the Zoo. The Zoo seeks the full co-operation of all employees, volunteers and contractors to take reasonable care of their own and other people's welfare within the workplace and to report any situation which may pose a threat to the health, safety or wellbeing of any other person.

The Chief Executive is responsible for implementing the health and safety policy through all effective means. The allocation of duties in relation to safety matters and the arrangements to implement these policies are set out in the "Responsibilities and Arrangements" sections of the full health and safety management system.

### **Aims and Objectives for Implementation:**

1. Maintain compliance with the requirements of the Health and Safety at Work Act 1974, The Zoo Licensing Act 1981 and all other applicable health and safety legislation, guidance and good practice applicable in the countries in which Marwell Zoo operates;
2. Active risk assessment of health and safety hazards to employees and others with a view to eliminating, controlling or minimising them;
3. Implement safe systems of work for high risk operations. These will be subject to regular revision and monitoring;
4. Provide and maintain appropriate work equipment and train staff in its safe operation;
5. Inspect and maintain guest and operational environments;
6. Ensure suitable and appropriate welfare facilities are available
7. Prepare, practice and review emergency procedures, such as collection animal escapes and fire evacuation, and provide training to ensure employee competence therein;
8. Provide adequate health and safety information, instruction, training and supervision to employees, volunteers and where applicable contractors;
9. Provide necessary safety equipment, clothing (PPE & RPE) and footwear free of charge to employees and where applicable volunteers according to their occupational needs;
10. Consult with employees on health and safety issues using the staff H&S Action Group;
11. Maintain records of all accidents, incidents, and near misses and ensures lessons are learnt;
12. Provide resources to monitor health and safety performance through a regular programme of internal and external auditing to ensure compliance with legislation and best practice;
13. Commit adequate financial provision in FY 2021 to support these policy aims;
14. Maintain rigorously the health and safety of employees, contractors and guests when in proximity to collection animals.
15. Ensure compliance with all current COVID 19 restrictions and risk management requirements.

The Zoo's health and safety performance and safety management system shall be monitored through benchmarking of objectives and targets. This Policy Statement shall be reviewed and updated annually to reflect revised advice and organisational changes.

Approved and signed on behalf of Marwell Wildlife:

James Cretney - :  
(Chief Executive)

Date: 4.5.21