

At The Gym Group, we regard your health and safety as one of our main priorities and forms an integral part of our operation and systems of work. We recognise the duties placed on us by the Health and Safety at Work etc. Act 1974 as well as other supporting pieces of legislation and that we have a duty to ensure so far as is reasonably practicable the health, safety and welfare of all our employees and any other person who may be affected by our undertakings.

We understand that effective health and safety management directly contributes to our commercial success and stands in equal regard to this and any other business function. We are committed to striving for a positive health and safety culture by ensuring the provision of a safe working environment and safe systems of work, as well as ensuring that our legal obligations are met, and wherever reasonably practicable, exceeded.

We are also committed to the following principles:

- I. To drive continual improvement, we shall implement and analyse health and safety key performance indicators and set and targets against these.
- II. We will actively monitor health and safety performance through regular inspections, audits, and management reviews which we regard as an essential element of our performance improvement.
- III. To ensure that the appropriate resources, both financial and physical, will be made available to support this, Policy and our health and safety management system.
- IV. To ensure all reasonably foreseeable hazards are identified with risks assessed and suitable and sufficient control measures implemented which are regularly reviewed.
- V. To ensure all our employees are provided with sufficient information, instruction, training, and supervision to enable them to work safely and efficiently.
- VI. To listen and respond to feedback from the workforce regarding health and safety matters which lead to their safety or that of others being compromised whilst at The Gym Group.

We will ensure this Policy is kept up to date, particularly as the business changes in nature and size and as required by changes in health and safety legislation. The Policy will be reviewed annually irrespective of the above to ensure its effectiveness.



Richard Darwin
Chief Executive Officer
The Gym Group

Date: November 2022