

## BDO LLP HEALTH AND SAFETY POLICY

In accordance with The Health and Safety at Work etc Act 1974, BDO LLP recognises and accepts the sound moral, legal, and financial reasons for taking proper care of the health and safety of all its partners, employees and any other persons, who may be directly affected by activities arising out of its operations.

The principal objective of the firm's health and safety policy is to ensure that all its partners and employees can perform their respective functions without undue risk to their health and safety or to that of others.

To achieve this - and in line with our Values and Core Purpose -BDO LLP will ensure:

- It promotes a culture of best practice throughout the whole group from the leadership team to partners, employees, contractors, and sub-contractors by means of strong leadership, encouragement, consultation and enthusiasm.
- The continual improvement and maintenance of a health and safety structure in which responsibilities and accountability are clearly defined, understood, and published in the H & S Responsibilities and Arrangements Document.
- The identification and assessment of hazards and risks and the allocation of adequate resources to implement effective control measures.
- That arrangements are made for ensuring safety and minimising risk to health in connection with all the activities undertaken by BDO LLP.
- The setting and monitoring of clear objectives against which the firm's health and safety performance can be measured.

Although the ultimate responsibility for health and safety rests with the Managing Partner within the firm, all partners and employees have a duty under the Health and Safety at Work Act to:

- Ensure that all reasonable care is taken with regards to the health and safety of themselves and others
- Make themselves aware of, and to participate in the implementation of the firm's policies and procedures and all relevant statutory documents and codes of practice.
- Take reasonable and proper steps to ensure a safe working environment.

Implementation of the BDO LLP Policy and day to day responsibility is delegated to the Chief Operating Officer.



Mark Shaw, Managing Partner