LHR Airports Limited & Heathrow Airport Ltd
Health and Safety Policy

Purpose
Set out below is a summary of the key points of the Health and Safety Policy for all LHR Airports Limited employees working at Heathrow Airport. A copy of the full policy is available via ‘The Hub’ or, by request, from your manager, safety adviser or trade union representative. Please make yourself aware of the policy intent and the shared responsibilities for its implementation.

Policy Statement
We are committed to safeguarding the health and safety of our colleagues, of others who carry out work on our behalf, our service partners, passengers and members of the public. Our aim is that everyone at Heathrow goes home safe and well to their loved ones at the end of each day. Coming to Heathrow should be no more dangerous that going about our everyday lives. To deliver on this commitment we seek to: -

1. Create a culture that is intolerant of accidents, incidents and poor performance.
2. Establish safety as a core business value.
3. Make safety important and personal such that it influences people’s choices and behaviours and
4. Eliminate all preventable illnesses, injuries and business losses due to unplanned events throughout our operations and premises.

In particular, it is the policy of LHR Airports Limited to:
• Set a challenging vision for the future at both business and individual levels.
• Provide visible, passionate and effective H&S leadership and behaviours that support and improve the safety culture and engage people at all levels.
• Establish and maintain effective H&S management.
• Comply with all applicable legislative and industry requirements pertaining to health and safety, as the minimum acceptable standard.
• Provide sufficient information, advice, training and supervision to ensure that people under our control are aware of their responsibilities and are competent to undertake their activities.
• Establish channels of communication and consultation which encourage all employees, their representatives and Trades Unions to contribute to improvements in our health and safety performance.
• Recognise and reward good health and safety performance and apply established disciplinary procedures to those who deliberately or flagrantly breach our requirements.
• Require a demonstrable commitment to, and competence in, the proper management of health and safety as an essential factor in the selection of business partners and suppliers of services.
• Measure and report health and safety performance on a regular, consistent and meaningful basis and to benchmark performance against ‘best in class’.
• Establish systems for the audit and review of our systems and the health and safety performance of those providing services and activities on our behalf.
• Develop, on an annual basis, plans for the continuous improvement of our performance that include detailed and measurable objectives and targets.

Key Responsibilities
Managers at all levels are responsible for the health and safety at work of those under their control and others who might be affected.

Managers must allocate resources sufficient to discharge this responsibility, including competent staff, information and training for themselves and all employees and specialist advice where necessary.

All employees have a responsibility for ensuring that their own actions or inactions do not put themselves or others at risk.

They must fully co-operate with their managers in this regard, maintain their place of work and their equipment in a tidy and safe condition, and must not misuse anything provided in the interest of health and safety. All employees are encouraged to take an active part in constantly improving health and safety standards, whether through formal or informal consultation arrangements.