

Health and Safety Policy Statement



West Bromwich Albion is committed to continual improvement and where reasonably practicable, achieving the highest standards of health and safety throughout its business. As such, we will, as a minimum, comply with any relevant Occupational Health and Safety Legislation and any other standards or requirements related to the industry we work in.

Our people are the heart of this football club; without them we would not be able to function. Ensuring that we have a safe, healthy, happy, and skilled workforce is essential for us to continue providing a football club to our fans and stakeholders. Additionally, as an employer in the West Midlands, our approach to human capital has a role to play in social cohesion and we are committed to increasing our diversity to reflect more closely the society we serve.

As a private company providing a public service, our social capital is essential – our ‘social license’ to operate is every bit as important as our legal one. Maintaining strong levels of trust and integrity is a priority for us, we achieve this by doing the right things for our fans, staff, and other stakeholders, and by looking after those in vulnerable circumstances. We also pay close attention to our wider direct and potential impacts on the local areas and the wider region, such as through our community work and our charitable work.

West Bromwich Albion will, so far as is reasonably practicable:

- (a) provide adequate control of health, safety, mental health & well-being risks, including the safeguarding of children and adults at risk arising from our work activities and maintain safe and healthy working conditions.
- (b) identify all risks and hazards created because of our work and undertakings.
- (c) prevent where reasonably practicable, accidents, injuries, and cases of work-related ill-health.
- (d) provide suitable and sufficient health and safety related information, instruction, and training.
- (e) provide and maintain safe plant, equipment and other facilities required by employees and others working under our control.
- (f) ensure the safe handling, transportation, storage, or use of substances in the workplace.
- (g) ensure that health and safety and fire safety plans are developed and maintained.
- (h) consult with employees and others affected by our activities on matters relating to occupational health, safety, mental health & well-being and the safeguarding of children and adults at risk.
- (i) ensure that all employees and managers understand their responsibilities in respect of occupational health and safety, mental health & well-being and the safeguarding of children and adults at risk.
- (j) communicate our policy and arrangements for health, safety, mental health & well-being to all employees including arrangements for safeguarding children and adults at risk.
- (k) promote health, safety & mental health & well-being to create a positive health and safety culture.
- (l) promote equality within the club, and affiliated organisations, through the way we manage the club and provide services to fans, customers, partners, and the community.
- (m) comply with legal and other requirements for occupational health, safety, mental health & well-being including the safeguarding of children and adults at risk.
- (n) ensure that adequate resources are made available to manage health, safety, mental health & well-being and provide appropriate processes and procedures for health and safety including the safeguarding of children and adults at risk.
- (o) annually review and revise our Health and Safety policy to ensure it remains appropriate to our business activities and consistent with all relevant legislation.
- (p) apply processes and systems for managing health, safety, mental health & well-being that ensure we continually improve our performance.

Mark Miles - Managing Director, West Bromwich Albion

A handwritten signature in black ink, appearing to be 'M Miles', written over a white background.

June 2023

