

# Health & Safety Statement

National Veterinary Services Group (NVS) is committed to providing a safe, healthy, and supportive working environment for all colleagues, contractors, visitors, and others who may be affected by our activities. Health, safety and wellbeing are fundamental to our success and are fully integrated into how we plan, manage, and operate our business.

This policy forms part of our Integrated Management System and is aligned with ISO 45001:2018 Occupational Health & Safety Management Systems, relevant UK legislation, and recognised best practice.

## Our Commitments

### We will:

- Provide strong leadership and accountability for occupational health, safety and wellbeing at all levels, ensuring adequate resources, competent people, and effective systems are in place.
- Comply with all applicable legal and other requirements, maintaining up-to-date compliance and legal registers.
- Identify hazards and assess risks, eliminating hazards where reasonably practicable and reducing risks using the hierarchy of controls.
- Maintain safe systems of work, workplaces, plant, equipment, vehicles, and substances, including effective fire safety and emergency arrangements.
- Consult and involve employees in health and safety matters, encouraging active participation, near-miss reporting, and open communication without fear of reprisal.
- Ensure competence through training, instruction and supervision, supported by appropriate records and regular review.
- Promote physical and mental wellbeing, preventing work-related injury, ill health, stress, fatigue, and harassment, and making reasonable adjustments in line with the Equality Act 2010.
- Monitor performance and continually improve our Occupational Health & Safety Management System through audits, inspections, incident investigation, and management review.

## Responsibilities

- Senior Leadership will provide direction, resources, and oversight to ensure effective implementation of this policy.
- Managers and Supervisors will implement safe working practices and support employee engagement and competence.
- Employees and Contractors must take reasonable care of their own health and safety and that of others, follow procedures, and report hazards and incidents promptly.

**Communication & Review**

This policy is communicated to all employees and contractors, incorporated into induction and training, and made available to customers, regulators, and other interested parties. It is reviewed at least annually to ensure continued suitability, adequacy, and effectiveness.

**Signed:**

Naomi McCallum  
**Managing Director**

Date: March 2026