

HEALTH & SAFETY (H&S) POLICY



London Luton Airport Operations Limited (LLAOL) is committed to running London Luton Airport in a proactive, positive, safe and responsible manner.

To achieve this statement LLAOL has identified the following areas of focus:

- Engage in a proactive and positive outcome based approach to all safety management, to ensure all operations are as safe as reasonably practicable.
- Actively encourage all employees and third parties to share their innovation which will enhance our safety arrangements and performance.
- Actively encourage all employees and third parties to report all accidents, incidents, near misses, hazard observations and mental health issues.
- Fully comply with all applicable H&S statute and other requirements.
- Assign clear responsibilities throughout the organisation for management of H&S.
- Identify all significant risks and manage in a responsible, proactive and positive manner.
- Maintain, monitor and continually improve our H&S performance.

To fulfil this commitment we will demonstrate the following:

- Demonstrate effective leadership through our governance structure of the following groups: Safety & Operational Risk Board, Luton Risk Governance Committee and Risk Management Groups.
- Set positive outcome targets to continually improve our safety performance.
- Give autonomy and empowerment to our staff to safely deliver their tasks.
- Identify any risks by way of risk assessment and appreciative investigations to gain insight and learn how to manage risks more effectively.
- Develop and maintain safe systems of work that are applicable for all employees by undertaking 'work as imagined' against 'work as done' exercises.
- Retain OHSAS18001:2007 and successfully transition to ISO45001.
- Ensure sufficient staff are trained as mental health first aiders.
- Investigate all events to root cause. Gain insight into variations and deviations that increase risk, working with departments to reduce future risks.
- Ensure that all employees working on behalf of LLAOL have a full understanding of their role and that they are trained, competent and have sufficient autonomy to fulfil what is being asked of them.
- Consistently monitor, engage and review all H&S innovation opportunities and H&S performance, to identify trends and concerns to actively manage or improve them.
- Define clear expectations to any contractor/third party who wishes to operate at the airport.
- Work in partnership with all employees, trade unions, third parties and contractors to optimise H&S performance across the airport.
- Optimise wellbeing initiatives so far as is reasonably practicable.
- Where possible, employ a restorative just culture approach.
- Undertake positive assurance exercises on identified parties at Luton Airport.
- Review this policy along with the H&S Management System annually.

**“Safety is not about the absence of accidents,
it’s the presence of trust, ownership, engagement and positives”**



London Luton Airport



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Nick Barton
Chief Executive Officer
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