

The Belgravia Group is committed to ensuring the health, safety and wellbeing of our team members, contractors, volunteers, members, visitors, and communities. Through embedding our **'Think Safe, Act Safe, Be Safe'** methodology we ensure health, safety and wellbeing is maintained and integrated into how we work. Through proactive leadership, effective risk management and a focus on prevention, Belgravia is committed to prioritising:

- The prevention of injury through great workplaces and systems of work.
- Maintaining a mentally healthy workplace through understanding and proactively managing psychosocial risk factors.
- The safety and wellbeing of every child that has contact with our customers, team members, volunteers, and contractors.

Belgravia Group will:

- Provide the tools, advice and support that enables Belgravia workplaces to **'Think Safe, Act Safe and Be Safe'** whilst fulfilling their unique purpose.
 - Empower our teams to manage safety risk effectively through knowledge and proactive intervention.
 - Where injury or incident does occur, ensure that risk is effectively managed, and care is provided.
 - Be inquisitive and innovative toward the management of physical, psychological and child safety.
 - Actively work with our partners and governing bodies to achieve improved safety performance for Belgravia Group as well as the industry.
 - Ensure that the safety obligations of our people and Officers are met.
- Belgravia Team members understand that safety is a shared responsibility in which every person must take ownership of their own safety and the safety of others.

Every venue within the Belgravia Group will:

- Complete 100% of Safety Audits and rectify any corrective actions within the allocated timeframe.
- Report every incident, near miss and complete investigations of all these involving guests, contractors, visitors and staff within the appropriate reporting period.
- Review risk management documentation annually, after incidents or near misses.
- Ensure 100% of staff complete Belgravia's B-Safe training modules and venue Site Inductions.
- Include Workplace Health & Safety as a standing agenda item in all team meetings.

The Belgravia Group **'Think Safe Act Safe Be Safe'** methodology provides the foundation for a great safety culture whilst ensuring adherence to relevant state and national legislation.



Geoff Lord, Chairman & Owner, Belgravia Group