

## Health & Safety Policy Statement

It is the policy of Priory to ensure, so far as is reasonably practicable, the health, safety and welfare of the service users, colleagues and visitors who may be affected by our activities and services. In order to achieve this, it is our policy to provide a healthy and safe environment, with safe equipment, systems of work and adequate information, instruction, training and supervision, as required for this purpose. Priory is committed to providing adequate resources to ensure this policy is effectively implemented.

Priory consists of two divisions that deliver a comprehensive range of services under the Priory brands: Priory Adult Care and Priory Healthcare. We are committed to achieving high quality services using professional and dedicated colleagues who understand and comply with their health and safety responsibilities. We are also committed to ensuring our health and safety standards are appropriate to the particular needs and vulnerabilities of all our service users.

Where we engage third party service providers on our premises, we will make sufficient enquiries to establish the competence of the provider to undertake the work safely and without risks to health. The health and safety performance of such providers are kept under review in order to ensure adequate standards are maintained.

We consult with colleagues on health and safety matters using staff representatives and meetings with a view to actively involving our colleagues in the effective implementation of the health and safety policies.

Where temporary or contract colleagues or volunteers are working with us on our premises we provide, through our due diligence and induction systems, the same environmental health and safety standards for them as we do for our own employees. We also establish that those colleagues have adequate training and instruction, or are under appropriate supervision to ensure the health and safety, both of themselves and others.

Where we acquire new businesses, Priory undertake a due diligence review prior to the proposed acquisition to establish what action needs to be taken to meet our required standards of health and safety and fire safety management and put in place recommendations and an action plan for implementation of those recommendations.

Where we enter into partnership agreements with other organisations to deliver services, or to undertake projects, we establish that there is adequate co-ordination of health and safety arrangements between the organisations. We also make reasonable enquiries to establish the competence of any potential partnership organisation, in cases where the nature of the activities involved can impact on the health and safety of our service users, colleagues and others who may be affected by the partnership activity or service.

The health and safety performance of Priory and this policy is reviewed regularly by the Executive Team and at any other time when there are significant changes in Priory, or its activities.

The organisation and responsibilities of the Chief Executive Officer and colleagues of Priory, for health and safety and the arrangements and standards to which Priory operates, are detailed in the Health & Safety Policy, Organisation and Arrangements.

A handwritten signature in blue ink, appearing to read "Rebekah Cresswell".

Rebekah Cresswell, Chief Executive Officer (on behalf of Priory)

Date: 25 June 2025