William Hill is committed to ensuring that the health, safety and welfare of all persons in our employment and all other persons who use our facilities or, who are affected by the way in which we conduct our business, are kept safe at all times. We aim to operate to a high standard in all areas of health and safety (H and S) and, we monitor this performance through a Health and Safety Steering Group which, meets at least four times per annum and, which has a full remit across all areas of our business. H and S performance, management and progress is also a key component of the regular reporting undertaken to, and scrutinised by, the Board’s Corporate Responsibility Committee.

The H and S Steering Group is chaired by the Group Director of Security and Community Affairs and comprises not only a number of senior colleagues with specialist training but also, an independent H and S adviser.

Our Corporate Health and Safety Policy (a full copy which can be found here using this link) is also supplemented by detailed H and S manuals which separately cover our Retail Estate, Administrative Buildings and Field Services Depots in the UK. The key components of the Corporate Policy comprise:-

- Organisation
- Roles and responsibilities
- Policies
- Audit
- Monitoring and Review

In relation to the UK, we have held a Primary Authority partnership status with Westminster Council since 2013. Westminster provide oversight and assured advice in relation to all of our policies, setting incremental improvement targets and objectives each year. A Primary Authority relationship means that we can have a consistent national approach to H and S across all local authority areas which, provides significant business benefit.

A comprehensive range of policies have been devised and have been assured by our Primary Authority; see appendix.

Where appropriate, our overseas locations also mirror processes adopted in the UK (to a minimum standard set by the Steering Group) but, adapted in order to comply with local conditions and welfare regulations. Further details can be provided upon request.

We consider our customers, visitors, contractors, neighbours and the general public in the way in which we conduct our daily business, recognising that the key elements of successful H and S management revolve around constantly striving to improve our performance by considering the implications in all activities under
our control. We operate a H and S management system in accordance with the principles laid out in HSG65 which, is overseen by the H and S Steering Group.

Management and employees are required to exercise personal responsibility and co-operate in preventing harm to themselves, others and the environment, extending to the elimination of any unsafe acts or omissions within their sphere of operation.

We endeavour to provide suitable facilities or make the necessary arrangements for the welfare of all our employees whilst at work and, we undertake and continuously review a programme of risk assessments in all significant areas of our business, thereby addressing any areas of deficiency as appropriate. Copies of the relevant risk assessments can be found in the manuals noted above, and available upon request.

Employees are regularly provided with information and/or training and we monitor application and understanding of these safety requirements, through a system of safety audits undertaken both internally and externally and managed by the H and S Steering Group.
APPENDIX

Policies

01 Accident & Incident Reporting
02 Air Conditioning Servicing
03 Asbestos Containing Materials
04 Bomb Threats
05 Cash protection
06 CCTV
07 COSHH (Control of Substances Hazardous to Health)
08 DDA (Disability Discrimination Act)
09 Driving At Work
10 Electrical Hard Wire Testing
11 Fire Risk Assessment
12 Fire Safety
13 First Aid
14 Gas Appliance Testing
15 Legionella Testing
16 Lone Working
17 Magnetic Door Locks
18 Management of Workplace Stress
19 Manual Handling
20 Occasional Vehicle Use Policy
21 Personal Protective Equipment
22 Pest Control
23 Portable Appliance Testing
24 Robbery Prevention
25 Security Risk Assessment
26 Security Screens
27 Violence At Work
28 Void Estate Policy
29 Working At Height
30 Working Time Regulations
31 Workstation and DSE Risk Assessment