



## **Penthwell Farm Ltd - Health and Safety Policy**

### **1. Statement of Intent**

At Penthwell Farm Ltd, the health, safety, and welfare of all employees, contractors, visitors, and members of the public are of paramount importance. We are committed to providing a safe and healthy working environment and to complying with all relevant health and safety legislation.

We aim to prevent accidents, incidents, and occupational ill-health, and to promote a culture of safety awareness throughout the farm.

### **2. Responsibilities**

#### **2.1 Employer Responsibilities**

The management of Penthwell Farm Ltd will:

- Ensure all work is carried out safely and without risk to health.
- Provide and maintain safe equipment, vehicles, and machinery.
- Provide appropriate training, instruction, and supervision.
- Carry out regular risk assessments and take action to mitigate hazards.
- Ensure compliance with all relevant legislation, including the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999.

#### **2.2 Employee Responsibilities**

All employees are required to:

- Take reasonable care for their own health and safety and that of others.
- Follow all safety instructions and procedures.
- Report any hazards, incidents, or near-misses to management immediately.
- Use all equipment and personal protective equipment (PPE) provided correctly.
- Participate in health and safety training as required.

#### **2.3 Visitors and Contractors**

- All visits to Penthwell Farm Ltd are by prior appointment only. Visits must be arranged in advance so that an initial assessment of safety, suitability, and supervision requirements can be carried out.
- This ensures appropriate health and safety measures are in place, particularly where livestock, machinery, uneven ground, or other farm-related hazards may be present.



- Visitors must follow any safety instructions provided and remain in designated areas unless accompanied by a member of staff.
- Where livestock are present, appropriate **biosecurity measures** may be required, including handwashing or footwear precautions. Visitors must comply with these requirements to help prevent the spread of disease.
- All visitors and contractors must comply with Penthwell Farm Ltd.'s health and safety rules, including:
  - Following farm signage and instructions from staff.
  - Wearing appropriate PPE where required.
  - Reporting any hazards or incidents immediately.

### **Children and Vulnerable Persons**

- Children and vulnerable persons visiting Penthwell Farm Ltd must be always supervised by a responsible adult. They must not approach or handle livestock, equipment, or machinery unless permission has been given and supervision is provided.
- Visitors must remain in designated areas and follow all safety instructions given by staff to reduce the risk of injury or harm.

### **3. Risk Assessment**

Penthwell Farm Ltd will carry out regular risk assessments to identify hazards and implement control measures. Areas of particular attention include:

- Livestock handling and welfare.
- Use of farm machinery and vehicles.
- Handling and storage of chemicals, feed, and fertilizers.
- Working at height, in barns, silos, or on farm structures.
- Manual handling and lifting operations.
- Fire safety and emergency procedures.
- Sessions with farm visitors and vulnerable individuals (always under supervision)

All risk assessments will be reviewed periodically or whenever there are significant changes to farm activities or equipment.

### **4. Training and Information**

- All staff will receive appropriate induction training, including site-specific hazards.



- Ongoing training will be provided to ensure safe working practices are maintained.
- Health and safety information will be communicated through meetings, notices, and written procedures.

## **5. Accident Reporting and Investigation**

- All accidents, incidents, and near-misses must be reported immediately to management.
- Accidents will be recorded in the farm accident book and investigated to prevent recurrence.
- Where required, reportable incidents will be communicated to the relevant authorities under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations).

## **6. Emergency Procedures**

- Fire evacuation procedures and first aid arrangements are in place and clearly communicated.
- Fire extinguishers, first aid kits, and emergency contact numbers are available throughout the farm.
- Staff must familiarize themselves with emergency exits and procedures.

## **7. Review**

This Health and Safety Policy will be reviewed annually or sooner if there are significant changes to farm operations, legislation, or following a serious incident.

**Signed:** *Janka Penther*

**Role:** Co-Founder

**Name:** Janka Penther

**Date:** 8<sup>th</sup> January 2026