



HEALTH & SAFETY POLICY

1. INTRODUCTION & PURPOSE

1.1 Bare Butlers is committed to providing and maintaining a healthy and safe workplace. This Policy is made in accordance with Bare Butlers' obligations under the [Health and Safety at Work Act 2015](#).

1.2 This Policy records, at a high level, the reasonably practicable steps that Bare Butlers will take to ensure the health and safety of workers and other persons.

2. BUTLERS' RESPONSIBILITIES

2.1 While at work (which includes being in transit to or from any event), all Butlers must:

- (a) take reasonable care for their own health and safety;
- (b) take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons;
- (c) comply with any reasonable instruction given by Bare Butlers in furtherance of its health and safety obligations;
- (d) cooperate with any of Bare Butlers' policies or procedures that relate to health and safety;
- (e) report any incidents or risks to Bare Butlers immediately, no matter how trivial it may seem at the time;
- (f) ensure that adequate breaks and/or refreshments are taken to manage the effects of fatigue while working;
- (g) not, at any time, be under the influence of drugs or alcohol;
- (h) wear appropriate footwear;
- (i) inform the host of an event and Bare Butlers immediately if any guest is making that Butler (or any other person) uncomfortable or feel harassed or pressured in any manner;
- (j) immediately contact Bare Butlers if any event has become out of control, aggressive, overly-intoxicated or sexual; and
- (k) be mindful of each guest's personal boundaries.

3. BARE BUTLERS' OBJECTIVES

3.1 Bare Butlers will, so far as is reasonably practicable, protect the health and safety of all workers, guests (and hosts) as well as any others who may be affected by Bare Butlers' activities or events that Bare Butlers is serving.



3.2 To this end, Bare Butlers will:

- (a) provide and maintain a safe working environment and a positive health and safety culture;
- (b) provide all relevant information, instruction, training and supervision to ensure that health and safety is communicated and understood effectively;
- (c) provide Butlers with sufficient resources to support their own responsibilities;
- (d) require immediate reporting of any incidents;
- (e) communicate openly with Butlers, hosts and business partners in regard to health and safety matters;
- (f) regularly review and identify any applicable hazards and risks;
- (g) regularly review health and safety performance indicators to ensure ongoing compliance with Bare Butlers' legal obligations; and
- (h) take swift and decisive action upon the occurrence of any health and safety incident.

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