




RAC Health and Safety Policy Statement

Document Classification:

Public (approved for publication on website and sharing with third parties)	x
RAC Internal (not to be published without Policy Owner and Legal approval)	
Restricted (restricted to specific departments within RAC)	
Confidential (only available to colleagues who need to know to perform their roles)	

Date of document: The date upon which this document was prepared.	26 th August 2025
Policy Owner: The SMF function holder ultimately responsible for the content of the policy and compliance with the Policy Framework Requirements.	Dave Hobday
Policy Manager: The person to whom the Policy Owner has delegated responsibility for the drafting, reviewing and publication of the policy and to whom any questions or requests for advice should be directed in the first instance.	Clare Woolley
Target Review Date: The target date for review to ensure the policy is up to date. This policy will remain in force however, until updated or replaced.	August 2026
Board Approval Required? Some policies require regular review and approval by the Board for legal or regulatory reasons. Please specify if this requires Board approval.	No
Approval: I confirm that I have reviewed and approved this Framework.	Signed:  Exec: Dave Hobday Date: 26/08/2025
Committee Responsible for Sign-Off: Reviewed and approved by.	Cttee: Date:



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At RAC, we prioritise health and safety as highly as any other business objective. Our commitment is to ensure the safety of our colleagues, members, visitors, and anyone affected by our work by maintaining high health and safety standards across all our premises and activities.

To achieve this, our commitments are as follows:

- **Continuous Improvement:** Foster a culture of continuous improvement in health and safety at all levels within RAC.
- **Provide Leadership:** Ensure visible commitment from our Executive Committee and Leadership Teams, who will actively drive and monitor health, safety, and wellbeing standards.
- **Legal Compliance:** Comply with all relevant health and safety legislation.
- **Feedback and Recognition:** Encourage feedback from colleagues and recognise those who achieve high health and safety standards.
- **Personal Responsibility:** Ensure all colleagues understand their roles in maintaining health and safety and take personal ownership of safety issues.
- **Resources and Training:** Provide adequate resources, training, information, instruction, and supervision for all colleagues.
- **Audits and Certification:** Conduct internal and external audits of our health and safety systems and maintain ISO45001 certification.
- **Cultural Change:** Embed good behaviours through our Be Safe cultural alignment initiative.
- **Consultation:** Engage with colleagues and unions through regular Safety Improvement Forum meetings.
- **Industry Best Practices:** Collaborate with industry experts to ensure best practices.
- **Adaptability:** Update our health and safety approach to reflect changes in the business and external environment.
- **Incident Management:** Operate effective incident handling and response processes to address health and safety issues promptly and prevent recurrence.

This policy applies to all areas of our business and is fully supported by senior management. Together, we will create and maintain a workplace where health, safety and wellbeing are a shared priority.

A stylized, handwritten signature in black ink, appearing to read 'Dave Hobday'.

Dave Hobday, Chief Executive Officer
Date: 26th August 2025