

HEALTH & SAFETY POLICY STATEMENT

HEALTH & SAFETY AT WORK etc ACT 1974

This is the Health & Safety Policy Statement of

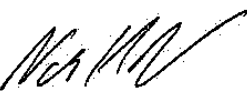
Adventure Forest Ltd, trading as Go Ape

Fornham Business Court,
The Drift, Fornham St Martin
Bury St Edmunds
Suffolk, IP31 1SL

Go Ape operates adventurous leisure activities including:
Self and Continuous Belay Ropes Courses, Nets Courses, Segways, Mini Land Rovers,
Bikes, Axe Throwing, Ground Based Activities and Food and Beverage offerings.

Our statement of general policy is:

- To provide adequate control of the health and safety risks arising from our work activities
- To consult with our employees on matters affecting their health and safety
- To provide and maintain safe operating sites, structures and equipment
- To ensure the safe handling, operation and use of structures and equipment
- To provide information, instruction, and supervision for employees
- To ensure all employees are competent to do their tasks, and to provide them with adequate training
- To prevent accidents and cases of work-related ill health
- To maintain safe and healthy working conditions and to review and revise this policy as necessary at regular intervals

Signed 

Nick Hall – Managing Director

Date

01/01/2026

Review

31/12/2026

Responsibilities

The Statutory Directors have delegated responsibility to ensure this policy and associated procedures, protocols, guidance, and management systems are fully understood, applied, and resourced. Ensuring health and safety is considered at the planning stage during development and enhancement of the operations including any changes that may affect the health, safety or welfare of employees, subcontractors, customers, and others who may be affected by its operation.

1. Overall and final responsibility for health and safety is that of:

Nick Hall – Managing Director

2. Day to day responsibility for ensuring this policy is put into action is delegated to:

Construction Team, Site Managers and Department Representatives at their own individual locations

3. To ensure that health and safety standards are maintained and where appropriate improved, the following people have responsibility in the following areas

Name	Responsibility
Bruce Garrod	<p>Operations Director: Holds overall legal accountability under UK law for health and safety across all activities, ensuring compliance with the Health and Safety at Work Act 1974 and all other relevant regulations. This includes establishing, implementing, and maintaining safe systems of work, training, policies, and procedures, alongside robust systems for monitoring and reviewing safety standards.</p> <p>They are responsible for the safe operation of all sites, including home working practices and work-related travel, and must uphold operational compliance, risk management, and the duty of care to both employees and customers.</p> <p>In addition, they oversee the full lifecycle of course and estate management, covering design, construction, inspection, maintenance, groundworks, and supplier relationships. This includes ensuring compliance with health and safety regulations and Design Risk Assessments. They must also procure and manage maintenance contracts with course manufacturers and subcontractors, ensuring products, courses, and equipment meet safety, quality, and compliance standards.</p> <p>The Operations Director leads the Construction Team, ensuring they are trained, competent, and aligned with company policies and procedures, while also monitoring and reviewing safety performance. They are responsible for both operational delivery and the integration of safety, compliance, and quality into all areas of construction and operational practice.</p>
Commercial Site Managers	<p>All Commercial Site Managers: The management of health and safety procedures at their location ensuring they operate the site in accordance with the Company Procedures, Training and the Operations Manual.</p>
Dan Bruce	<p>Head of Health and Safety: (H&S and Safeguarding) To ensure AFL complies with current Health and Safety Legislation, Approved Codes of Practice and Guidance. Establish and maintain safe systems of work to promote a positive health and safety culture. Oversee accidents and incidents and site audits. Conduct investigations following accidents, incidents or dangerous</p>

	<p>occurrences. To promote wellbeing. Working jointly with Head of People, responsible for investigating work-related causes of sickness absences. To ensure safe home working practices are in place, including work related travel. As the Lead Safeguarding Officer develop and oversees safeguarding policies to ensure a safe environment, especially for children and vulnerable adults. Responsibilities include updating protocols to comply with legislation, training staff on safeguarding duties, and serving as the main contact for concerns. The officer also coordinates with authorities as needed, conducts risk assessments, ensures incidents are reported and investigated, and promotes a culture of safety across the organisation.</p>
Ellis Cooper	<p>Health and Safety Officer: The Health and Safety Officer at Go Ape supports the safe operation of sites by promoting a proactive safety culture, ensuring compliance with health and safety operations (including training to maintain safe systems of work and effective policies and procedures), monitoring accidents, incidents, and site audits, conducting investigations into accidents, incidents, or dangerous occurrences, and acting as Safeguarding Officer.</p>
Chris Jones	<p>Senior Tree Officer: To ensure the health, inspection, and management of all trees under the responsibility of AFL.</p>
Rob Davies	<p>Senior Operations Manager: (Continuous Belay) The development of training across all activities to ensure safe systems of work, safe policies, and procedures. Oversight of site PPE competent person training. The development of products, design, implementation, and training to ensure safe systems of work and safe policies and procedures. Joint leader on rescue capability in the company. Including training for rescues and the rescue procedures.</p>
Jo McLaren	<p>Senior Operations Manager: (Commercial Site Managers and Regional Manager Team) The development and understanding of products, design, implementation, and training to ensure safe systems of work and safe policies and procedures. Additionally responsible for the health and safety of site teams. To ensure safe home working practices are in place, including work related travel.</p>
Mark Elliott	<p>Senior Operations Manager: (Nets Adventure, and Schools activity provision) The development of products, design, implementation, and training to ensure safe systems of work and safe policies and procedures.</p>
Mark Robinson	<p>Senior Operations Manager: (Segway's, Mini Land Rovers and Develop systems and policies to assure operational delivery of sites, equipment, and PPE) Procurement of equipment to deliver this remit. Provide the business overall assurance of all sites capability to operate in a safe and consistent manner according to company policy, procedure and training. The development of products, design, implementation, and training to ensure safe systems of work and safe policies and procedures.</p>
Sarah Adcock	<p>Senior Operations Manager: To ensure safe systems of work, safe policies and procedures and safe home working practices are in place for the Customer Care Team including work related travel</p>
Clair Fowler	<p>Regional Manager: (Self Belay) The development of products, design, implementation, and training to ensure safe systems of work and safe policies and procedures.</p>
Dave Daborn	<p>Regional Manager: (Ground Based Games, Zip Trek and Archery Tag) The development of Adventure Game products, design, implementation, and training to ensure safe systems of work and safe policies and procedures.</p>
Stu King	<p>Regional Manager: (Code Breaker (escape room) & Axe Throwing) The development of products, design, implementation, and training to ensure safe systems of work and safe policies and procedures.</p>
Keeley Clayton	<p>Operations Support: (Bikes) The development of products, design, implementation, and training to ensure safe systems of work and safe policies and procedures.</p>

Rachel Samuels	Senior Sales Manager, BHQ: Appointed as the BHQ Health and Safety Representative, to ensure safe systems of work and safe policies and procedures for the offices and home working staff including work related travel.
Doug Garden	Finance Director: Appointing the Finance and IT Team Health and Safety Representative: to ensure safe systems of work, safe policies and procedures and safe home working practices are in place including work related travel. They also oversee the renewal of lease agreements alongside the Managing Director.
Maria Piccoli	Head of Data and Technology: To ensure safe systems of work, safe policies and procedures and safe home working practices are in place for the Data Team including work related travel. Also responsible for ensuring the safety, integrity, and secure handling of people's personal data.
Jo O'Boyle	Director of Sales, Marketing and Business Development: Has legal responsibilities under UK law, including fiduciary duties to act in the company's best interests and in compliance with health and safety regulations. They are responsible for ensuring safe systems of work, policies, procedures, and home working practices for their teams, including work-related travel. Additionally, they must consider health and safety implications during innovation and the development of new customer experiences and geographic expansions, ensuring compliance with all relevant regulations and industry standards. They are also responsible for activity design, ensuring that all new and existing activities are planned, reviewed, and implemented safely and in compliance with design and operational standards. This includes consideration of planning laws, lease agreements, and elements of design risk assessment during project planning and execution. Furthermore, they oversee long-term business development, ensuring that future growth aligns with legal, safety, and strategic business objectives.
Dan Stafford	Estate Development Manager: They must consider health and safety implications during innovation and the development of new customer experiences and geographic expansions, ensuring compliance with all relevant regulations and industry standards. They are also responsible for activity design, ensuring that all new and existing activities are planned, reviewed, and implemented safely and in compliance with design and operational standards. This includes consideration of planning laws, lease agreements, and elements of design risk assessment during project planning and execution.
Luke Parker	Business Development Manager: They must consider health and safety implications during innovation and the development of new customer experiences and geographic expansions, ensuring compliance with all relevant regulations and industry standards. They are also responsible for activity design, ensuring that all new and existing activities are planned, reviewed, and implemented safely and in compliance with design and operational standards. This includes consideration of planning laws, lease agreements, and elements of design risk assessment during project planning and execution.
Claire Schofield	Head of People: Appointing the People Team Health and Safety Representative: To ensure safe systems of work, safe policies and procedures and safe home working practices are in place for the People team including work related travel. Working jointly with Head of Health and Safety, responsible for investigating work-related causes of sickness absences.
Bex Cain	People Manager: The management of health and safety procedures at BHQ head office, ensuring they operate in accordance with the Company Procedures, Training and the Operations Manual.
Simon Mason	Technical Support Manager, Rescues: Work at height: Service of technical devices: Personal Protective Equipment (PPE) selection: Lead on rescue capability in the company. Including PPE, training for rescues and the rescue procedures. Lead on safe systems of work at height, to oversee training and procedure for Work at Height. Oversight of the inspection and service of technical devices (Alfs, Rodestops, zipSTOPS and others). The

	specialist responsible for selecting appropriate Personal Protective Equipment (PPE) used on the course to ensure it is suitable for the task and complies with relevant safety standards.
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4. All employees must:

- Co-operate with supervisors and managers on health and safety matters
- Not interfere with anything provided to safeguard their health and safety
- Take reasonable care of their own health and safety; and
- Report all health and safety concerns to an appropriate person (as detailed in this policy statement) as soon as reasonably practicable.

Health and Safety risks arising from our work activities

Risk Assessments

- Risk Assessments will be undertaken by those responsible for the activities and locations, including Construction Team, BHQ and remote working departments, as listed in paragraph 3 with the assistance of the **Health and Safety Team**. Site Specific Risks Assessments will be undertaken by **Construction Team** and **Site** with the assistance of the **Operations Support Team together with Health and Safety Team**. Dynamic Risk Assessment will be undertaken as and when necessary, as situations arise by the relevant members of staff.
- The findings of the risk assessment will be reported to the **Operations Team or Operations Director** for construction, as listed in paragraph 3, **and Health and Safety Team**.
- Action required to remove and/or control risks will be approved, where necessary, by those in paragraph 3 in consultation with **Health and Safety Team**.
- Ensuring any action required is implemented will be the responsibility of the relevant person identified in paragraph 3.
- It is the responsibility of the relevant person identified in paragraph 3 to check the implemented actions have been removed and / or reduced the risks.

Risk Assessments will be reviewed when it is suspected that the assessment is no longer valid or there has been a significant change. In addition, they will be thoroughly reviewed annually.

Consultation with employees

- Employee representatives are **EOT council members, Construction Team, Site Managers, Activity/Duty Managers, the BHQ Head Office representative and individual remote working department representatives**.
- Consultation with employees is provided by a **permanent agenda item at EOT council meetings and all specific departments (held up to 3 times a year)**.

Safe Structures and Equipment

- **Site Managers and Operations Director** will be responsible for identifying all structures (incl. trees) and equipment needing maintenance.

- The **Operations Director** will be responsible for ensuring effective maintenance procedures are drawn up for site activities.
- The **Site Managers, BHQ** and **Department Representatives** will be responsible for ensuring that all identified maintenance is implemented.
- Structures/equipment issues identified should be reported to, in the first instance, the **Site/CT Manager, Activity/Duty Manager, Department Representative**.
- The relevant person as identified in Paragraph 3 will check that new supplies and equipment meets health and safety standards before they are purchased.

Information, instruction and supervision

- The Health and Safety Law poster is displayed at **all Adventure Forest Limited/Go Ape operational sites, compounds, and offices**.
- Health and safety advice is available from the **Health and Safety Team**.
- Supervision of young workers/trainees will be arranged/undertaken/monitored by the **Site Manager, Construction Team Manager** or appointed **BHQ** or **Department Representative**.
- The persons identified in paragraph 3 are responsible for ensuring that our employees working at locations under the control of other employers are given relevant health and safety information.

Competency for tasks and training

- Induction training will be provided for all employees.
- Job specific training will be provided.
- Specific jobs requiring special training are:

Activity Instructor
Duty Manager
Rescue Trained Instructor
PPE Inspector
Food Hygiene for kiosk locations
Construction Team
Ropes Course Inspectors

- Staff Training records are kept electronically.
- Training will be identified, arranged and monitored.

Accidents, first aid and work related ill health

- First aid boxes and AED's are kept at each Go Ape site, compound and office.
- The appointed first aid persons during site operational hours is **the Duty Manager or person appointed for the day**.

- All accidents and cases of work-related ill health are to be recorded in the online incident reporting system. The register is held electronically and is available at **all Adventure Forest Limited/Go Ape operational site offices**.
- **The Head of Health and Safety** is responsible for reporting accidents, reportable diseases, work related ill-health and dangerous occurrences to the relevant enforcing authority.

Monitoring

- To check our working conditions, and ensure our safe working practices are being followed, we will:

Review Risk Assessments when it is suspected that the assessment is no longer valid or there has been a significant change and annually.

Carry out daily Site Safety Checks

Carry out Safety Equipment Inspections (recorded)

Carry out Site Audits at all Go Ape locations

Carry out periodic Rescue Training

- **The Head of Health and Safety** is responsible for assuring that adequate investigations of accidents and incidents are completed.
- **The Head of Health and Safety/Head of People** are responsible for investigating work-related causes of sickness absences.
- **The Head of Health and Safety and/or Health and Safety Managers** are responsible for ensuring the actions of investigation findings are undertaken to prevent a recurrence.

Emergency procedures – fire and evacuation

- The **Construction Team, Site Manager and nominated Department Representative at all Go Ape locations** are responsible for ensuring the fire risk assessment is undertaken and implemented at their location.
- Escape routes are checked by the **Construction Team, Site Manager and nominated Department Representative** at their location.
- Fire extinguishers are maintained and checked by **professional organisations as appointed by Construction Team, Site Manager and nominated Department or Representative** at their location.
- Site staff will be familiar with their Go Ape Emergency Evacuation Plan. Office staff will be familiar with their office evacuation plan.
