

Our Commitment to your Health & Safety

Last reviewed: 05.01.2026

At Honch, we are committed to protecting the health, safety and wellbeing of our team. As a fully remote SaaS business, our approach is practical, proportionate and aligned with UK Health & Safety Executive (HSE) guidance. Everyone plays a role in maintaining a safe and healthy working environment.

Why It Matters to Us

- **Protecting Our Team:** A safe and healthy working environment helps everyone perform at their best.
 - **Responsible Operations:** Even as a remote business, we have a duty of care to our employees.
 - **Sustainable Working:** Good health and safety practices support long-term productivity and wellbeing.
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Key Principles & Practices

1. Safe Remote Working

We support employees in maintaining safe and suitable home working environments.

- Maintain a clean, organised and hazard-free workspace
- Ensure appropriate desk, chair and screen setup
- Follow guidance on posture and workstation setup

2. Display Screen Equipment (DSE)

We promote safe use of screens and equipment.

- Take regular breaks from screens
- Adjust screen height and position to reduce strain
- Use appropriate lighting to avoid glare and fatigue

3. Equipment & Setup Support

We provide high-quality equipment to support safe and effective working.

- Provide suitable desks, chairs, screens and accessories where required
- Ensure employees have the right setup to minimise strain and fatigue
- Support individuals in creating a comfortable, ergonomic workspace

4. Equipment Safety

We ensure equipment is used safely and appropriately.

- Keep laptops and devices in good working condition

- Report any faults or issues promptly
- Use equipment in line with provided guidance

5. Wellbeing & Mental Health

Health and safety includes both physical and mental wellbeing.

- Encourage regular breaks and manageable workloads
- Promote open communication around stress or wellbeing concerns
- Support a healthy work-life balance

6. Incident & Risk Reporting

We maintain clear and simple reporting processes.

- Report any work-related incidents or concerns promptly
- Raise potential risks so they can be addressed early
- Take appropriate action to reduce or remove risks

Our Approach

We focus on keeping health and safety simple, practical and relevant to how we work. As a remote business, this means empowering individuals with the right guidance while maintaining clear, shared responsibility across the team.

For any questions or health and safety queries, please contact Millie at millie@honch.co.

This policy is reviewed periodically to ensure it remains appropriate as Honch grows.

Thank you for supporting a safe and healthy working environment.