

No. 205/26

21 July 2026

Royal Mail Group - Updated Health and Safety Policy Statement 2026

Dear Colleagues,

For the information and reference of CWU Health and Safety Reps, Branches, and members, attached is a copy of the revised Royal Mail Group Health and Safety Policy, issued on 20th July 2026.

This revised policy, in the name of Alistair Cochrane, CEO Royal Mail Group, outlines an overview of Royal Mail Group's commitment to the management of Health and Safety across the group and is reflective of previous years' statements issued.

In circulating this Royal Mail Group Health and Safety Policy Statement, it is necessary to confirm that the CWU is not consulted on the details of the policy.

Amongst other commitments set out, the policy includes the line: 'Engage and consult with our employees and their representatives, ensuring their voice helps shape how work is done safely.'

Any enquiries to this LTB should be referred to the DGS(P) Department email address: Hford@cwu.org/ACorbett@cwu.org.

Yours sincerely,

Martin Walsh

Deputy General Secretary (Postal)

Royal Mail

Health and Safety Policy Statement

We aim to foster a safe and healthy working environment for everyone at Royal Mail Group Ltd, where all are free from work related injury and enjoy good physical and mental health. Our commitment is to remove risk where possible or significantly reduce the likelihood of harm to anyone impacted by our activities.

We will:

- Operate in a safe and healthy manner by meeting relevant legal requirements as a minimum and going beyond them where reasonably practicable, to protect people and create a strong health and safety culture.
- Maintain and implement health and safety standards and arrangements that help us achieve our aims and fully meet legal compliance.
- Continually review health and safety performance and monitor the implementation of applicable standards and arrangements.
- Actively investigate incidents, share learning and implement improvements to prevent recurrence and promote best practice.
- Develop and use appropriate tools, techniques and plans to engage and inform our people.
- Engage and consult with our employees and their representatives, ensuring their voice helps shape how work is done safely.
- Empower our people to speak up where there is a risk to their own safety or that of others.
- Hold leaders at all levels accountable for delivering safe outcomes.
- Require everyone to comply with this policy and associated health and safety standards (including the Safety, Health and Environment Management System (SHEMS) within Royal Mail Group Limited).
- Ensure everyone understands the health and safety responsibilities relevant to their role.
- Expect everyone to lead by example and take responsibility for the health and safety of themselves and others who may be affected by their activities.
- Request everyone to report health and safety incidents so that they can be investigated and similar incidents prevented in the future.
- Provide and prioritise the resources, standards, equipment, information, instruction, training and support necessary to effectively implement standards, deliver safe outcomes and ensure compliance with this policy.

Where to go for help:

Managers in Royal Mail Group Ltd can obtain advice from their Health and Safety Advisor and access health and safety information [here](#).

Policy Owner: Group Health and Safety Director

Who does this policy apply to?

This Policy applies within Royal Mail Group Limited. Joint ventures and subsidiaries that are wholly or majority owned by Royal Mail Group Limited are expected to support the policy intent through their own health and safety standards and arrangements.

Alistair Cochrane
CEO Royal Mail Group
June 2026

