

**CLAAS UK Ltd and UK Group Companies  
(including CLAAS Manns Ltd, CLAAS Eastern Ltd & CLAAS Western Ltd  
“Retail Companies”)**

## **Safeguarding Policy Statement**

### **Background**

The purpose of this policy statement is to protect and promote the welfare of children and young people (including adults at risk as outlined in the Care Act 2014) (“children and adults at risk”).

It applies to anyone working on behalf of CLAAS UK Ltd. or one of its Retail Companies, including senior managers, the Board of Directors, employees, volunteers, seasonal workers, agency staff, apprentices and students. It also includes any of our Independent Dealer Network Apprentices who are being trained by CLAAS UK Ltd. in our Academy.

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children and adults at risk in England.

### **CLAAS UK policies**

CLAAS UK Ltd. and all its subsidiaries take its commitments under Safeguarding very seriously and are committed to providing good working conditions for its employees and to protecting their welfare.

We have numerous policies and procedures in place, which are provided and explained to all children and adults at risk on commencement of any employment and training at the Academy. We also make all employees aware of this policy on commencement of employment and seek to mitigate any risk by asking the right questions at interview.

At CLAAS UK Ltd, we recognise that the welfare of children and adults at risk is paramount in all the work we do and in all decisions we take. We recognise that all children and adults at risk, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse. Some children and adults at risk are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues and that extra safeguards may be needed to keep children and adults at risk who are additionally vulnerable safe from abuse.

We seek to keep children and adults at risk safe by

- valuing, listening to and respecting them
- appointing nominated contacts for safeguarding
- adopting safeguarding best practice through our policies, procedures and code of conduct for staff
- recruiting and selecting staff safely, ensuring all necessary checks are made
- recording and storing and using information professionally and securely, in line with data protection legislation and guidance

- sharing information about safeguarding and good practice with children and their families
- making sure that children and adults at risk and their families know where to go for help if they have a concern
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people and staff, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

As part of our ongoing commitment, we will continuously review our approach to Safeguarding. Safeguarding is a standing Board agenda item whereby any areas of concern, risk, policy review, reporting, training and so on are discussed as necessary.

Nominated Safeguarding Officers in the organisation are;

Trevor Tyrrell, CEO

Nikki Mitcham, Company Secretary & Head of Business Administration

Joe Bonito, Head of Academy and Apprentice Program

Approved by the Board of CLAAS UK Ltd on 18 March 2024.



TREVOR TYRRELL  
Chief Executive Officer



OLIVER HOELSCHER  
Chief Financial Officer