

Helsinki España Policies





Health, Safety and Environmental Policy

1. Purpose

Helsinki España is committed to ensuring the health, safety, and well-being of its staff, contractors, trainers, volunteers, and all individuals involved in or affected by our activities. This policy outlines our approach to maintaining a safe and healthy working environment in accordance with national legislation and international best practices.

2. Scope

This policy applies to all staff members, trainers, interns, volunteers, consultants, and any personnel acting on behalf of Helsinki España, whether working in our offices, remotely, or deployed in the field – including international training missions.

3. Responsibilities

- The Management Team is responsible for implementing and monitoring compliance with this policy.
- All employees and collaborators are expected to take reasonable care of their own health and safety and that of others, and to comply with organizational procedures.
- Contractors and external trainers are required to adhere to our health and safety standards when working under our coordination.



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4. Key Principles

- Ensure that all workplaces (including temporary and field locations) are safe, clean, and comply with relevant occupational health and safety standards.
- Conduct risk assessments prior to each activity or training program, especially when involving travel, fieldwork, or physical tasks such as tactical or evasive driving training.
- Provide appropriate safety equipment, personal protective gear, and first aid kits as required.
- Ensure that all staff and trainers receive basic health and safety briefings, including emergency procedures and context-specific risks.
- Promote a culture of preventive care and incident reporting, encouraging staff to report hazards, near misses, or any concerns without fear of retaliation.

5. Emergency Preparedness

Helsinki España ensures that emergency protocols are in place, including evacuation procedures, emergency contact information, and access to medical assistance in all operational settings.

6. Mental Health and Well-being

We recognize that safety also includes psychological well-being. We promote a healthy work-life balance, respectful communication, and offer support mechanisms for stress management, especially during high-intensity missions or deployments.



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7. Continuous Improvement

This policy is reviewed annually or following any major incident or change in operations. Feedback from staff, trainers, and stakeholders is used to identify areas for improvement and ensure that our health and safety practices remain effective, relevant, and aligned with international standards.

8. Environmental Awareness and Responsibility

Helsinki España is also committed to reducing its environmental impact as part of its overall responsibility to society. We strive to minimize our ecological footprint through responsible resource management, proper waste disposal, and the promotion of environmentally sustainable practices across all our operations.

In particular, we aim to reduce unnecessary travel by encouraging remote coordination when possible, to minimize the use of non-renewable resources during trainings, and to integrate environmental awareness into the planning and execution of our programs. We believe that sustainability and health go hand in hand, and we are committed to fostering a culture of environmental responsibility within our organization.



María Jaén Barandiarán
President
Helsinki España