

Workplace Safety: What Are Companies' Obligations in 2025?

Creating and maintaining a legally compliant workplace might feel like a tall order, as UK businesses have many rules and regulations to follow to keep employees and visitors safe. Not to mention, laws and guidelines are constantly evolving, which can feel overwhelming to many business owners.

Unfortunately, a failure to adhere to the law will not only lead to legal repercussions, fines, and a damaged reputation, but it could result in a serious or fatal injury. To learn about workplace safety, familiarise yourself with UK companies' obligations in 2025.



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Research Specific Regulations for Your Industry

The UK has many regulations to keep all employees and the public safe and secure. It doesn't matter if you run a small

or large business, take the time to learn about:

- Workplace (Health, Safety and Welfare) Regulations 1992
- Management of Health and Safety at Work Regulations 1999
- Control of Substances Hazardous to Health (COSHH) Regulations 2002
- Work at Height Regulations
- Manual Handling Operations Regulations 1992
- Control of Asbestos Regulations 2012
- Provision and Use of Work Equipment Regulations 1998
- Lifting Operations and Lifting Equipment Regulations 1998 (LOLER)
- Control of Noise at Work Regulations 2005

Different industries will have different health and safety requirements, which you'd be wise to familiarise yourself with to create a safe working environment. For instance, the construction industry must adhere to the Construction (Design and Management) Regulations 2015. Once you have a firm understanding of your company's specific legal requirements for its industry, you must introduce the appropriate safety solutions from Seton for compliant operations. You can [check it out](#) here.

Follow the Health and Safety Act at Work (1974)

Set time aside to learn about the Health and Safety Act at Work (1974), as it serves as the UK's primary legislation for workplace safety. It carefully outlines an employer's duty to their staff members and the public and details the consequences of non-compliance.

Understand Your General Health & Safety Requirements

Every UK business must comply with The Workplace (Health, Safety and Welfare) Regulations 1992. It provides strict rules for companies to meet to provide employees with basic safety standards at work.

For instance, it requires employers to provide:

- Adequate lighting and ventilation
- Access to clean drinking water
- A suitable workstation
- A reasonable indoor temperature

Don't Overlook Remote Working Safety

According to the Office for National Statistics, [44% of the UK population](#) reported remote or hybrid working from 2022 to 2023, which is a huge jump from 4.9% in 2019. As more people are working from home than ever before, employers have a responsibility to ensure their employees are safe and healthy during working hours.

For instance, they must assess staff members' workstation ergonomics, such as providing display screen equipment assessments. Also, they must routinely check in with employees to help protect their mental health, as they are more susceptible to feelings of loneliness and isolation. What's more, managers can [create a happier, healthier, and more productive workforce](#) by providing access to counselling services, stress management programs, or free gym memberships.

If an employee is struggling, it may help to provide more flexible working hours, adjust their duties, or develop a personalised wellness plan. Some team members may benefit from monthly group outings to socialise and connect with

colleagues, too.

Pay Close Attention to Upcoming Health & Safety Changes

The UK's Health and Safety regulations are annually updated at some stage from April to October, which you must review to remain legally compliant. As companies are accessing more data than ever, and more employees are working from home, employers can expect enhanced requirements for digital reporting and a greater emphasis on mental health at work. Also, companies that fail to adhere to requirements are likely to face harsher penalties.