

# Health and Safety Policy

It is the policy of FES Ltd to promote a health and safety culture throughout the Company which is committed to the prevention of injuries and ill health of our employees, sub contractors and others who may be affected by our work activities and to prevent any damage or loss to property, plant and equipment.

The highest standards of health and safety will be reflected in the design and/or installation of systems and equipment to our clients.

The Company believes that this policy can be achieved by compliance with statutory requirements and the provision of competent resources for the control of health and safety risks.

The Company will maintain a system of communications to ensure that mandatory instructions, reports and guidance on all health and safety matters are effectively circulated to appropriate levels of staff.

The Company will produce health and safety plans and set performance standards.

The planning will provide for:

- Identifying hazards and assessing risks, and specifying the measures to eliminate or control them.
- Design of safe systems of work i.e. Method Statements.
- Training and supervision.
- Assessment and approval of sub-contractors and other agencies.
- Dealing with serious danger and emergencies.

The Company will establish and maintain an organisation structure with clearly defined responsibilities for individuals in the effective control of health and safety, and will actively promote employee participation in the establishment and observance of measures to improve their health and safety at work.

The Company will monitor and measure health and safety performance to ensure that standards are being met and management controls are working by means of:

- Inspections of premises, places of work and systems of work.
- Inspections of plant, tools and equipment.
- Investigation of any serious accidents, fires and dangerous occurrences.
- Recording of health surveillance, injuries, ill health and accident loss.

Every employee must co-operate with us to enable all statutory duties to be compiled with the successful implementation of this policy requires total commitment from all levels of employees.

Each individual has a legal obligation to take reasonable care for his or her own health and safety and for the safety of other people which may be affected by his or hers acts or omissions. Each employee must not consume alcohol on works premises or attend works premises under its influence. The use of illegal drugs is strictly prohibited.

Full details of the organisation and arrangements for health and safety will be set out in separate documents.

This policy will be regularly monitored to ensure that all objectives are achieved. It will be reviewed and if necessary, revised in the light of legislative or organisational changes.

FES Ltd will continue to improve health and safety requirements in our management documentation and work practices.



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