

Health and Safety Policy

FM Restoration considers the health and safety of our employees and everyone else affected by our activities is fundamental to the success of our business and we believe there is never any conflict between our long-term financial success and our obligation to keep employees and members of the public safe.

FM Restoration's policy is to create an environment in which all those affected by our work remain safe and healthy. We will:

- Manage our risks.
- Adopt best practice.
- Ensure everyone has the competence to do their job safely.
- Engage with employees to ensure they understand how to keep themselves and others safe.

We are committed to continuously improving our health and safety performance and we strive to eliminate all accidents from our business. We will ensure, across all of our operations, that there is an appropriate health and safety management system which defines our company's arrangements, specifies our controls and sets out our means of measuring and reviewing performance. We will set realistic health and safety objectives and we will comply with health and safety legislation as a minimum standard.

The implementation of our health and safety management system is a line management responsibility, supported by functional specialists and relies upon the competence, cooperation and commitment of all employees. We will therefore:

- Actively involve our employees, partners and subcontractors in developing and sustaining a positive health and safety culture which demonstrates strong leadership and commitment.
- Develop the necessary competencies in our own staff, through the provision of information, training, instruction and supervision as required, to enable them to discharge their responsibilities safely and without risk to health.
- Establish effective organisational communication, cooperation and control arrangements with documented procedures and guidance where appropriate, and
- Seek employee participation and views on health and safety matters through the use of appropriate consultative mechanisms.

We will confirm the presence of these arrangements to our supply chain partners.

The Managing Director, who has overall responsibility for this policy, will ensure the provision of adequate resources for its implementation and will regularly assess its effectiveness in securing continuing improvement in the Company's health and safety performance.

This policy will be brought to the attention of all employees and persons working on behalf of the Company and reviewed at least annually. It will also be freely available to the public via the Company Internet Site.

