

## POLO1 HEALTH & SAFETY POLICY STATEMENT

The Fit Out People Limited (the **Company**) recognises its responsibilities under the Health and Safety at Work Act 1974 and all other relevant safety legislation with regards to its employees and others who may be affected by its acts or omissions.

The Company is fully committed to:

- fulfil all legal and other requirements
- ensure the health, safety and welfare of all its employees and others working for and on behalf of the Company
- continually improving OH&S performance
- the prevention of injury and ill health
- the consultation and participation of workers and, where they exist, their representatives
- continually improving the OH&S Management System

The Company has established an OH&S Management System which has been incorporated into business processes and complies with the requirements of BS EN ISO 45001:2018. The scope and boundaries of the OH&S Management System is defined in the Integrated Management System (IMS) Manual (available from the HSEQ Manager).

The Managing Director has overall responsibility of the Company, and has appointed a HSEQ Manager with the responsibility for establishing the OH&S Management System and reporting on OH&S performance. The HSEQ Manager reports directly to the Managing Director and liaises with the rest of the Company Senior Management Team accordingly. The Directors, including the Managing Director, will communicate with the HSEQ Manager in the event of any difficulty arising in the implementation of this Policy or the OH&S Management System.

The Management and staff of the Company monitor the operation of this Policy and encourage and strive for continual improvements in health and safety performance as an ongoing action. To assist in this respect, the Company HSEQ Manager gives help and advice on the requirements of relevant statutory provisions or safety matters and visit sites and workplaces to ensure compliance.

OH&S objectives and targets are established and set at relevant functions and levels within the Company during Health and Safety Management Review Meetings. Objectives and targets are continually monitored and are reported on, reviewed and evaluated during these Management Review Meetings – which take place at least annually.

It is the policy of the Company to seek continual improvement in Health and Safety performance and to prevent accidents and ill health by the systematic identification of hazards and the adequate assessment and control of risk to which employees and others may be exposed. The Company is committed to providing safe and healthy working conditions for the prevention of injury and ill health.

Employees and representatives will be consulted on all relevant matters of Health and Safety in a timely manner, participation shall be encouraged and the policy will be brought to the attention of all employees and those affected by it.

The Company will provide such information, training, supervision, plant and equipment as necessary to identify, eliminate or control hazards and risks at the workplace. Adequate resources will be provided for this purpose. The Company's overall objective is to achieve, as far as is reasonably possible, a safe and healthy workplace for all its employees and those affected by its activities.

Any Company employee who supervises or manages the use of work equipment shall have received adequate training for the purposes of health and safety, including training in the methods which may be adopted when using the work equipment, any risks which such use may entail and precautions to be taken.

All employees, sub-contractors and suppliers working for and on behalf of The Fit Out People are expected to co-operate with the Company in implementing this Policy and operation of the OH&S Management System and must ensure that their own work, so far as is reasonably practicable, is carried out without risk to themselves or others.

This Policy will be displayed prominently or made available at all sites and workplaces. Arrangements for Policy and OH&S Management System implementation will be made available at each site and workplace. Full copies of the Company's Policies and OH&S Management System documents are held by the HSEQ Manager and are also available on the Company IT systems for reference by any employee as required. This Policy is reviewed annually during Company HSEQ Management Meetings and will also be reviewed and amended as necessary to reflect any relevant changes to the OH&S Management System or Health and Safety Legislation.

Andy Fuller  
Managing Director

