

HEALTH AND SAFETY POLICY



Fulcrum is committed to ensuring the health, safety and welfare of its employees.

We seek to conduct all of our activities so far as to prevent any injuries or harm to our employees, contractors, clients and members of the public. All measures are taken to ensure that our statutory duties are met at all times. The Chief Executive Officer has overall responsibility for the management of this policy. Active involvement of the Executive team ensures effective implementation of the policy.

Every employee must work within the safety management system to enable all statutory duties to be complied with, at all times. The successful implementation of this policy requires the total commitment from all of its employees. Each individual has a legal obligation to take reasonable care for their own health and safety and for the safety of any other people who may be affected by their acts or omissions.

The aims of our Health and Safety Management System are to promote continual improvement and:

- To comply with all current and relevant Health and Safety legislation.
- To ensure Health and Safety is an issue applicable to all staff and a key management responsibility.
- To allocate sufficient resources to provide and maintain a place of work that is, so far as is reasonably practicable, safe and healthy.
- To ensure that Health and Safety factors are taken into account in the purchasing, operation and maintenance of plant, machinery, tools and equipment.
- To ensure that adequate information, instruction and training relevant to work and responsibilities are provided to all staff.
- To ensure that all relevant information related to Health and Safety is communicated to all persons engaged in the Company's operations and to persons using the facilities of the Company.
- To ensure that suitable and sufficient systems and procedures are put into place for the safety of all persons at the Company's facilities in the event of an emergency situation.
- To ensure the provision of suitable first aid facilities and the availability of professional medical advice.
- To promote a Health and Safety culture and consultation through engagement and participation on Health and Safety matters.

Adequate facilities and arrangements are maintained to enable employees and their representatives to consult on and raise health and safety issues. The Company have appointed competent personnel to assist Fulcrum in meeting its statutory duties and, where appropriate, supplement this with external consultants and specialists.

Health and safety review

The application of this policy and the effectiveness of the Health and Safety Management System will be reviewed by a competent person at least once in each calendar year or on significant change in the Company's operations. This policy is communicated to all employees throughout the organisation, also to our contractors and clients. It is available to the general public by it being displayed in a prominent location within all our occupied buildings and on our company website. <http://www.fulcrum.co.uk>.

Martin Harrison
CEO

Date: August 2019