

HEALTH AND SAFETY POLICY STATEMENT

This is the Health and Safety Policy Statement of Full Fibre Limited (hereinafter referred to as `the Company` or `Full Fibre`) as required under Section 2(3) of the Health and Safety at Work etc. Act 1974. It is the policy of the Company to ensure the health, safety and welfare at work of employees, external providers, suppliers, contractors, customers and members of the public who may be affected by the work activities, or associated activities of the Company. Additionally, the Company will endeavour to comply with its legal duties, responsibilities and obligations under the relevant health and safety legislation, together with any relevant codes of practice and guidance notes issued by the Health and Safety Executive (HSE).

The Company is committed to ensuring, so far as is reasonably practicable, the health, safety and welfare of all its employees and others who may be affected by its work activities. This commitment extends to the provision of adequate resources necessary to fully discharge its own statutory and civil duties and that of managers, supervisors and workforce in respect of health and safety at work. Full Fibre Limited strives to achieve excellence in Health and Safety performance.

The Company's Safety Management System aims for a culture of Continuous Improvement and promotes a positive safety environment where Health and Safety ranks equally with other business objectives. Health and safety management is a line management responsibility and an integral part of Company activities. Director level management leads this commitment to support the line management to discharge their day to day responsibilities, and to help implement and monitor this policy and safety management system.

As a Director of the Company, I have ultimate responsibility for health safety and welfare. Therefore, the company expects all its employees to act in a responsible manner and fully co--operate with the implementation of this safety policy and Safety Management System. I recognise that soliciting and encouraging the opinions and assistance of the workforce in all aspects of Health, Safety and Welfare is an essential part of creating a safe working culture.

The Company will attempt to achieve our health and safety objectives by:--

- (1) Providing and maintaining a working environment that is, so far as is reasonably practicable, safe and without risks to health, and complies with all relevant legal requirements;
- (2) Providing and maintaining suitable and satisfactory facilities and arrangements for the welfare at work of employees;
- (3) Providing and maintaining, so far as is reasonably practicable, premises and other places of work that are safe and without risks to health, including safe means of access and exit;
- (4) Ensuring, so far as is reasonably practicable, that plant, machinery, equipment or appliances for the time being on the company premises, or otherwise used by employees, are safe and without risks to health;
- (5) Providing such information, instruction, training and supervision as is necessary to ensure, so far as reasonably practicable, the health and safety at work of employees;

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- (6) Ensuring that the use, handling, storage and transport of articles and substances are, so far as is reasonably practicable, safe and without risks to health;
- (7) Consulting with employees on a regular basis regarding matters of health and safety;
- (8) Identifying all reasonably foreseeable hazards and assessing the associated risks with a view to eliminating, reducing or controlling them;
- (9) Reviewing and up-dating of this policy on a regular basis;
- (10) Ensuring that all employees have access to a copy of this policy.

Approved By: Oliver Helm, CEO

Date: 14th October 2023

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