

# HEALTH AND SAFETY POLICY

## Purpose and Scope

This policy sets out the Companies' approach to the management of health and safety and applies across all business operations. It forms part of the Companies' health and safety management system. Within this document and supporting procedures and materials, we set out our commitment and approach to the management of health and safety, the roles and responsibilities of our people and the expectations we have of our Suppliers and Delivery Partners.

## Our Objective

Our overall objective is to ensure, as far as reasonably practicable we deliver best in class services to our clients without putting our employees, delivery partners, members of the public or clients at risk of injury or ill health. We believe that injuries are not inevitable, harm is not acceptable, and risks are ours to manage.

## Our Approach

Through the effective implementation of our safety management system, we will;

- As a minimum, identify applicable, statutory, regulatory and stakeholder requirements and ensure appropriate controls are in place to comply with these.
- Ensure that assessments of health and safety hazards arising from our activities are undertaken and the appropriate controls measures are implemented to remove or reduce the risk of injury or ill health to any persons who may be affected by our activities.
- Provide and maintain plant and systems of work that are, as far as reasonably practicable, safe and without risk to health.
- Provide instruction, training and supervision necessary to ensure the safety and health at work of all employees and those who may be affected by our activities.
- Monitor and review performance against expectations through supervision, inspections and audits.
- Report and investigate events to learn the lessons required to prevent them from happening again.
- Maintain our ISO 45001 accreditation.
- Actively engage with employees, delivery partners, clients and other relevant stakeholders to promote a positive safety culture based on shared values, beliefs, and expected behaviours; and
- Ultimately, seek to continually improve our health and safety performance by setting annual improvement objectives and targets, along with regular reviews of our achievements.

## Requirements

Effective management of Health and Safety is essential to the success of our business and we strive to ensure that it is integrated into our business planning and performance management activities.

## Continual Improvement

By setting objectives and targets, monitoring, regular review and the investigation of events we will ensure that lessons are learned and shared across our business, reducing the likelihood of recurrence and driving continual improvement.

## Responsibilities

**The CEO** is responsible for reviewing, endorsing and achieving this policy's aims.

**The Board/SLT** are responsible for:

- Ensuring our approach is adopted and integrated within our overall management processes.
- Making sure that appropriate resources are in place to achieve our health and safety objectives.

**Head of HSEQ** is responsible for

- Administering this policy on behalf of the CEO.
- Developing and rolling out strategies to drive continual performance improvement.
- Provision of competent advice to the Senior Leadership Team, Board and other key stakeholders, helping them comply with established policies and procedures.
- Monitoring the day to day implementation and effectiveness of the management system.

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**Department heads** are responsible for

- Ensuring that this policy and supporting procedures are implemented and complied with.
- Ensuring significant H&S risks are identified, assessed, measured and managed.
- Ensuring that their policies and procedures support our health and safety objectives.
- Promote good health and safety practice and sharing learning across the business.

**Managers** are responsible for

- Implementing and enforcing the requirements of this policy and supporting procedures.
- Ensuring their teams are aware of their responsibilities and receive appropriate training.
- Ensuring effective health and safety reporting and monitoring arrangements are in place.
- Encouraging a positive attitude to health and safety.
- Addressing any inappropriate behaviour.

**All Employees must;**

- Take reasonable care of their own health and safety and of others.
- Work to the procedures provided and highlight to their managers where improvements could be made.
- Challenge any behaviour that falls short of our expectations
- Report any events or failures in our approach to their line manager.

### Review

This policy will be reviewed on an annual basis or where circumstances are such that the content becomes outdated or irrelevant due to material changes in the business, our operations or the legal or other requirements to which this business must work.

### Communication of the Policy

This policy will be communicated at regular intervals, using a range of appropriate media within the business and to other stakeholders, including Clients, Suppliers and Delivery Partners.




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**James Warner**  
**CEO**  
**Full Fibre.**

### Document Management

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