

Freedom Group is aware of its obligations under legal statutes and recognises that to be a successful company it needs to place health preservation and the safety of its employees, contractors, franchisees, clients, public and others, at the forefront of its operational thinking and planning. This policy statement mandates corporate arrangements and will be rigorously applied across group in -line with our Company's values – Passion, Integrity and Excellence.

The requirements and duties of all employees are documented in the Safety Management System. Therefore, the company will:

- Comply with the requirements of the Health and Safety at Work etc. Act 1974 and associated legal requirements so far as is reasonably practicable for the health, safety and welfare of employees, contractors, franchisees, clients, member of the public and others that may be affected by our undertakings.
- Empower our employees and supply chain to put health and safety first and in all cases before the execution of the task.
- Identify, plan, reduce, control and monitor risks arising from our undertakings, creating a safe well planned controlled and healthy environment.
- Seek to develop best practice throughout the company, developing and implementing good operational practices, engaging with our internal and external stakeholders providing and improving our health and safety standards.
- Provide the necessary resources, including time and finances to ensure the continued successful use of the Safety Management System throughout the business and so maintaining accreditation to current International, UK and Industry standards.
- Consult and communicate our undertakings with employees, contractors, franchisees and clients where required
- Embed our health and safety values throughout the company, developing and implementing best practice where practicable from both external and internal sources inform, supervise, instruct and train employees and, where required, contractors as to their duties and responsibilities, enhancing their requisite competencies and health and safety awareness both for themselves and others.
- Implement and continue to fully integrate our behavioural change programme.
- Provide, implement and monitor occupational health and wellbeing to ensure that the health of our personnel is not adversely affected by our undertakings.
- Inspect, investigate, remedy and learn from any incidents, near miss and hazard spots and promote the reporting of incidents.

The company acknowledges its responsibility to continually improve its safety and health performance and review the fundamental principles set out above. All employees are actively encouraged to contribute to improvements. Adherence to this Policy is a condition of employment and contractual arrangements.



Tim Simmons, Managing Director, Services Division  
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