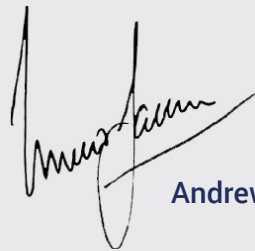


Health and safety policy statement

Fisher German LLP and Fisher German Ltd, collectively, "Fisher German" as an employer, recognises its responsibility to effectively manage risks to the health and safety of its employees whilst at work and anyone else who may be affected by its operations.

To achieve this, Fisher German will:

- **Comply** with the requirements of relevant occupational health and safety legislation and Approved Codes of Practice at all times.
- **Maintain** awareness of changes in occupational health and safety legislation and implement changes where required.
- **Ensure** colleagues always have access to occupational health and safety advice, and clearly understand arrangements for managing this.
- **Provide** sufficient resource to manage occupational health and safety effectively.
- **Identify** and record the significant risks to health and safety that emanate from our operations, and implement effective measures to control them.
- **Empower** colleagues to take responsibility for their own health and safety, and those who may be affected by their acts or omissions, by adopting the **Stop, Think, Make The Right Choice** principal.
- **Provide** and maintain safe plant, tools and equipment, and maintain safe and healthy working conditions.
- **Communicate** effectively between sectors, service lines, offices and teams.
- **Ensure** all colleagues are competent to carry out the tasks they are responsible for completing, and can access information, training, instruction and supervision when required.
- **Conduct** health surveillance of employees where indicated by their activities.
- **Seek** to meet client HSE requirements where they are more rigorous than statutory requirements.
- **Monitor** performance against this policy actively and reactively and review the performance of the Safety Management System and implement any improvements.



Andrew Jackson FRICS FAAV

11 January 2019

Arrangements for the delivery and maintenance of our health and safety management system will be agreed between the Chief Operating Officer and the Safety, Health and Environment Advisor, on behalf of the Managing Partner.

These arrangements will be communicated in the form of arrangement policies and be readily available to all employees through the firm's digital document management system.

The arrangement policies will describe the individual responsibilities issued by the Managing Partner to ensure that compliance with this policy is maintained.



This policy will be reviewed annually as a minimum for continuing suitability and relevance to the organisation. Uncontrolled document when printed.
Date of issue: 11 January 2019.

