



Health, safety and environment policy statement

Fisher German LLP (including its group entities) is fully committed to minimising the risk of injury, occupational ill health and adverse impacts on the environment.

Fisher German fully accepts its moral and legal obligations to safeguard its employees and anyone who may be affected by its activities as well as putting sustainability at the core of its operations.

This commitment, together with the firm's aspirational target of zero harm to both people and the environment, gives confidence to clients, helps us to obtain work and ensures the firm's ongoing success. Safety and environmental performance are measured by repeat business, reduced costs and a reduction in accidents and environmental impacts.

This policy statement provides a framework for continuously improving the firm's approach to managing workplace health, safety and environment. The firm will comply with all relevant health, safety and environmental legislation and strive to work to industry best practice.

Specifically, Fisher German will:

- **Meet** its responsibilities as an employer to do all that is reasonably practicable to prevent accidents, ill health, and environmental damage.
- **Promote** a positive culture for employees, increasing their awareness and promoting their ownership of Health and Safety and a sustainable approach to environmental management through communication, active participation and the provision of suitable and adequate training.
- **Provide** and maintain safe working environments that minimise the risks to health, safety, and welfare.
- **Ensure** all employees play an active part in the health, safety and environmental performance of the firm by consulting with them and helping them to understand their responsibilities.
- **Safeguard** employees, others and the environment from foreseeable hazards or impacts connected with work activities, processes and working systems.
- **Provide** adequate guidance, instruction, training, and supervision arrangements to ensure safe and sustainable methods of work.
- **Ensure** all colleagues report adverse events immediately so that the business can respond, investigate, communicate and learn from the findings.

All employees must:

- **Understand** the risks associated with their work and carry out their work safely.
- **Follow** health, safety and environmental training, procedures and instructions and not work in a way that increases risk themselves, others or the environment.
- **Comply** with this policy, health, safety and environmental procedures and the provisions put in place to protect their safety and the safety of the environment.
- **Be proactive** and help keep hazards and environmental impacts to a minimum.
- **Report** any failings in health, safety and environmental procedures or equipment and adverse events.

The Managing Partner has overall responsibility for health, safety and environmental matters and approves this policy on behalf of Fisher German LLP.

Andrew Bridge MRICS

Managing Partner
7 February 2025