

# Health & Safety Policy Statement 2019

Incentive FM Group [IFMG] are committed to ensuring a safe and healthy environment for employees, clients, contractors, and others affected by our activities. IFMG are committed to the prevention of ill health and injury and strive to continually improve in H&S management and H&S performance. IFMG will manage their H&S by:

- striving for excellence in occupational health and safety. This will be achieved by seeking to continually improve the company occupational health and safety management system, safety performance, and safety culture, so that it meets the expectations of those that may be affected by what we do;
- preventing accidental injuries and ill health by making suitable assessments and implementing appropriate control measures so that any identified residual risk results in a level that is considered 'as low as reasonably practicable' [ALARP];
- ensuring health and safety roles and responsibilities of all IFMG staff are understood;
- complying with [as an absolute minimum], all health and safety legislative and regulatory requirements applicable to our activities;
- setting corporate health and safety objectives annually and by reviewing progress towards these at all SHEQ management meetings with input from the GLT;
- to consult with employees on matters affecting their health and safety, and encourage active participation to maintain and improve standards;
- providing and maintaining safe and healthy premises in line with legislative requirements and IFMG & client required standards and expectations;
- ensuring employees are sufficiently competent to complete their tasks by providing information, instruction, training and supervision as is necessary to ensure a safe and healthy working environment is maintained;
- managing contractors and ensuring they are suitably competent to complete any planned tasks as well as manage all the health and safety aspects of their activities;
- monitoring health and safety standards by completing regular audits/inspections;
- to suitably investigate accidents, near misses and cases of work-related ill health in order to prevent any reoccurrence, and strive to improve the occupational health and safety performance for the IFMG business;
- to review and revise this policy as required. As a minimum, this will be completed every 12 months.

The general arrangements to implement this policy statement are detailed in the full policy which can be found on the Incentive FM portal. Where appropriate, the arrangements will be developed locally to control site specific risks.



**Martin Reed**  
**Chief Executive**  
**Date: Jan 2019**