

Health & Safety Policy Statement 2020

Incentive FM Group [IFMG] pledge is to achieve a class-leading standard and performance by placing Health and Safety at the heart of our business. We are committed to ensuring a safe and healthy environment for employees, clients, contractors, and others that may be affected by our activities, including the prevention of ill health and injury. This policy, although signed off by the Chief Executive of IFMG, applies to all areas of the business, and staff must comply with its contents [where applicable]. 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 and adhered;
- 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, safety & welfare, and to encourage active participation in maintaining and improving 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;
- committing to improve knowledge of all mental health illness, promoting wellbeing, to implement necessary controls to ensure any new/existing condition is never exacerbated, and to ensure any employee suffering with such illness, is given the help they require;
- 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.

The general arrangements to implement this policy statement are detailed in the safety management system [full policy] that can be found on the Incentive FM portal. Where appropriate, arrangements will be developed locally to control site-specific risks.



Martin Reed
Chief Executive
Date: Jan 2020