

Health & Safety Policy Statement 2021

The 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. IFMG is committed to ensuring a safe and healthy environment for employees, clients, contractors, and others that may be affected by our activities.

- IFMG will meet its responsibilities as an employer and do all that is reasonably practicable to prevent accidents, injuries and damage to health.
- IFMG will 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.
- Suitable and sufficient risk assessments will be completed where any task with significant risk has been identified. Appropriate control measures will be implemented so that any residual risk levels are reduced to a level that is considered 'as low as reasonably practicable' [ALARP].
- Health and safety roles and responsibilities of all IFMG staff are understood and fulfilled.
- All health and safety legislative and regulatory requirements applicable to our activities will be adhered to at all times.
- IFMG are committed to improving knowledge and appreciation of all mental health illness without any stigma attached. Any employee suffering with such illness, will be given the help and assistance they require.
- All sites will actively encourage the involvement of employees on matters affecting their health, safety & welfare, to consult with staff where significant risk is identified, and to encourage active participation in maintaining and improving standards.
- All sites will provide and maintain a safe and healthy premises in line with all applicable legislative requirements. This will include any IFMG and/or client required standards and expectations.
- A positive Occupational Health and Safety Culture will be advocated throughout IFMG, led by all Senior Managers and Directors that will disseminate through the company structure.
- All accidents, near misses and cases of work-related ill health will be suitably investigated in order to prevent any reoccurrence. This will assist in improving the occupational health and safety performance for the IFMG business.

This policy statement and system, including significant aspects, will be communicated to our employees, our clients, and all parties interested in the performance of our Occupational Health & Safety management system, including the public [on request]. This policy, although signed off by the Chief Executive of IFMG, applies to all business units within the group. All staff and sites will comply with all applicable content.



Martin Reed
Chief Executive
Date: Jan 2021