

	Fearless Security Services FSS	Occupational Health & Safety Policy		
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Table of Contents

Table of Contents.....	2
.....	
Purpose & Scope.....	3
.....	
Policy & Objectives.....	3
.....	
Approach to HSE.....	3
.....	
Thinking.....	3
.....	
Managing.....	3
.....	
Delivering.....	3
.....	
Requirements.....	3
.....	
Identify & Manage Risks.....	3
.....	
Promote Continual Improvement.....	3
.....	
Drive Appropriate Behaviours.....	3
.....	
Develop an Effective Culture.....	4
.....	
Engage with our Key Stakeholders.....	4
.....	
Report and Investigate Near Misses.....	4

Developing the Skills of our People.....4
Responsibilities.....4
.....4
HSE
Manager.....4
.....4
Operations, Project
Managers.....4
.....4
Senior
Managers.....4
.....4
Employees.....4
.....4

PURPOSE AND SCOPE

This policy statement sets out our commitment to achieving the highest health, safety and environmental (HSE) standards across our operations. It applies to all employees, in all our operating locations.

POLICY OBJECTIVES

We are committed to delivering great service to our customers – but also to do that in a manner which safeguards the health and safety of our employees, contractors, client staff and members of the public, while also protecting the environment where it may be affected by our activities.

OUR APPROACH TO HS&E IS BASED ON THREE KEY PRINCIPLES:

Thinking – Everything we do in relation to health; safety and the environment is in line with the fundamental beliefs inherent in our vision and values. Our health, safety and environmental goals are centred on continually improving our services and striving to exceed the expectations of our customers. How will we achieve these goals? By following the processes set out in our business management systems which capture our legal and other regulatory requirements.

Managing – Our executive board members and Health & Safety Manager are responsible for ensuring that this policy is reviewed annually and implemented correctly. Our Health & Safety, Operations & Project Managers and senior management are responsible for ensuring that we have the organisation and resources in place to help us reach our goals of protecting the environment and reducing our health and safety risks as far as reasonably practicable.

Delivering – The way in which we will deliver on our commitment to HS&E is described in our divisional health safety and environmental management systems which must meet the standards set out within our FSS Management systems structure and arrangements manual.

REQUIREMENTS

Identify applicable laws and regulations: We identify all applicable laws and regulations, and other requirements and ensure that appropriate controls are in place to achieve compliance.

Identify and manage risk: Our risk management processes identify what we need to do to reduce the impacts of our activities on our people, those around us, and the environment. By communicating these risks and impacts in a timely manner, to our people, customers, and the communities where we work, we aim to ensure that all relevant stakeholders are aware of and support our purpose.

Promote continual improvement: Setting objectives and targets will drive continual improvement in our services, thereby helping us reduce our environmental impacts and the risk of injury or ill health.

Drive appropriate behaviours: We do this by engaging with our people. We give them the skills and competencies they need to prevent pollution, injury, and ill health, to work safely and to consider the safety of colleagues and others who may be affected by their work.

Develop an effective culture: We foster a culture of open communication, where our people feel able to raise concerns on any HS&E matters. Our managers and supervisors will treat the concerns of our people seriously and respond accordingly.

Engage with our key stakeholders: By partnering with suppliers, customers and contractors, we can develop more sustainable products and deliver a high standard of service regarding HS&E performance.

Report and investigate near misses and incidents: Where near misses and incidents do occur, it is imperative that we learn the lessons necessary to prevent them happening again and that we share these across our operations; and

Developing the skills of our people: We recognise that the competence and skills of our people need continual development through training and empowerment, allowing them to fulfil their roles and help us meet our objectives.

RESPONSIBILITIES

The Chairman is responsible for: Reviewing, endorsing, and achieving this policy's aims.

HSE Manager is responsible for administering this policy on behalf of the Chairman and Developing and rolling out the supporting strategies to drive continual performance improvement.

Operations, Project Management are responsible for ensuring that this policy and supporting strategies and procedures are distributed, implemented, and complied with; Ensuring that their management systems meet the requirements set out in the Mitie Management systems structure and arrangements manual; and leading by example in protecting the Mitie brand and championing knowledge sharing across the divisions.

Senior Managers are responsible for: Implementing and enforcing the processes and procedures; Ensuring that their people are aware of their responsibilities and receive appropriate training; and addressing any inappropriate behaviour.

Employees are responsible for conducting their work in line with this policy and associated procedures; Challenging any behaviour that falls short of the expectations of this policy; and identifying any breaches of this policy and reporting them to their line manager.

What will successful implementation of this policy achieve? Continually improving quantitative and qualitative data trends; Reporting HSE data to senior management; Recognition by external bodies in the form of awards, nominations, and certifications; and Improved benchmarking results when examining our performance against our peers or when audited by independent external bodies.

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Signature:

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