

QL701	Health & Safety Policy	Issue	19/9/18
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Health and Safety Policy

Fusion Building Systems is committed to taking all reasonable steps to ensure a safe and healthy working environment for all its employees and sub-contractors. To ensure that our activities are as safe as reasonably practicable, the management, employees and sub-contractors are all required to co-operate fully and support the company's policies and procedures with regard to health and safety, and all levels of the management team have responsibility to ensure this cooperation. The company, its employees and sub-contractors also have responsibilities for Health and Safety with regards to visitors to company premises and for members of the public with whom company employees may come into contact with during the course of their duties.

Fusion Building Systems accepts the responsibility placed on the company for health, safety and welfare of its employees by the Health and Safety at Work Etc Act 1974, the Management of Health and Safety at Work Regulations 1999 and the Construction (Design and Management) Regulations 2015. The Company commits to providing sufficient financial and other resources to ensuring that this Policy is implemented in accordance with the requirements of this legislation. Wherever potential hazards are identified, the Company will conduct risk assessments for use as the basis of work method statements, training needs assessments and how we train our people in how they conduct their roles.

Further than this, Fusion Building Systems is keen to build and maintain a workplace environment and culture that supports health and wellbeing and prevents discrimination (including in areas such as mental health, bullying and harassment). To achieve the Company will invest in training and facilitation that intends to increase employee knowledge and awareness of how health and safety may be improved, including mental health and wellbeing issues and behaviours. Employees active participation in the range of initiatives that supports these objectives under this policy is a requirement of their employment.

We regularly review the training provision and capabilities of our people to ensure that all staff are competent to carry out their roles safely. We ensure that there are effective channels of communication and consultation for health, safety and welfare through the Health and Safety Committee which meets regularly throughout the year.

All employees and sub-contractors have a responsibility for their own and others' health and safety. All Personnel must comply with company policies, procedures, method statements and safe systems of work, and report all hazards and dangerous situations to management at the earliest opportunity. Further, all personnel have a duty to raise any concerns they may have regarding Health and Safety with their line managers and this includes potential hazards, near miss situations, potential mental health concerns such as anxiety or depression regarding themselves or others. No person shall intentionally or recklessly interfere with, or misuse, plant, machinery or equipment. Any person found guilty of misconduct in contravention of safety rules and systems will be liable to disciplinary action.

Fusion Building Systems expects visitors and members of the public with whom its employees may come into contact with during the course of their duties to take reasonable steps to avoid putting themselves or others at risk. Employees are briefed to take all reasonable steps to ensure that both visitors and members of the public are warned regarding potential hazards and where possible restricted from coming into contact with such hazards.

Tom Salvesen, as a Director of Fusion Building Systems, is responsible for ensuring that this policy is implemented throughout the business and that the Company's health and safety performance is monitored and its policy and practices are effective.

This Health and safety policy statement will be reviewed annually or more frequently if appropriate.



Tom Salvesen, 25th September 2020

Written by	David Bayliss	Approved by	Tom Salvesen
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