

HEALTH AND SAFETY POLICY

Overview

The Company is committed to effective Health and Safety Management at every level within the organisation and procedures for the management of this are detailed in the Health and Safety manual and associated documents. This meets the requirements set out in ISO 45001:2018 and the certificate number 210003 from UKAS accredited CSA Group Testing UK Ltd is current.

Purpose

This document provides a statement of Health & Safety Policy for Fibercore Ltd. It also identifies the procedures and processes, organisation and responsibilities for its implementation and revision.

The Policy is intended to ensure that the activities of members of staff do not put the Health and Safety of themselves and others at risk.

Scope

This Policy applies to all activities carried out by Fibercore Ltd. employees.

Health & Safety Policy Statement

In Fibercore Ltd. our aims are to:

- Comply with all UK Health & Safety Legislation, Regulations, Codes of Practice and Guidance Notes
- Ensure our activities are conducted safely, protecting the health of employees and all others who may be affected
- Manage our activities to meet all relevant laws and regulations
- Set Health & Safety targets and maintain an improvement plan to address areas where measurement has indicated an improvement is necessary

In order to achieve our aims we will:

- Provide and maintain safe and healthy working conditions for all our employees, contractors who are working on our behalf, visitors and others that are present on our site.
- Identify risks and where they cannot be eliminated, control them to an acceptable level
- Value the efforts of all employees in the field of Health & Safety equally with their other contributions to the business
- Ensure consultation and participation with employees and employee's representatives where applicable.
- Actively work to prevent all workplace accidents and near miss incidents
- Encourage the open reporting of all accident and near miss incidents and their investigation to facilitate the prevention of recurrence
- Provide such information, instruction and training as needed to enable employees to co-operate fully with us in achieving compliance with the policy.



Managing Director

Date 20/1/2023

1. Organisation

1.1 Roles and responsibilities

Details of roles and responsibilities are defined in Appendix A of this document, the Health and Safety Key Information Sheet (FCL(HS)9), also certain aspects are included in the Health & Safety Manual

2. Arrangements

2.1 Procedures

Fibercore Ltd.'s strategy for fulfilling its Health & Safety Policy is through the implementation of the Fibercore Ltd. Health & Safety Manual, the contents of which are listed in Appendix B. Fibercore Ltd. aligns with this through the provision of Health & Safety procedures based on the relevant Codes of Practice, Guidelines and Statutory requirements. The Health & Safety Manual is accessible to all staff.

Health & Safety procedures are constantly reviewed and improved to take advantage of best practice, learning from incidents (internally and externally), and changes in statutory requirements.

All work of a potentially hazardous nature, is subject to a risk assessment.

2.2 Plant & Equipment

The design, construction, operation and maintenance of all plant and equipment will conform to all statutory requirements and relevant Codes of Practice.

2.3 Communications

Health & Safety information is communicated:

- Managing Director directly with Senior Managers
- Senior Managers / Managers and Supervisors / Shift Leads
- Supervisors / Shift Leads and their staff
- Company Intranet
- Health & Safety Manual

2.4 Training

All employees receive a mandatory induction prior to beginning work.

Focused training sessions will be arranged for employees on Health & Safety topics, such as Manual Handling, if required.

Managers, when required organise specific Health & Safety training for individuals.

Employees engaged in potentially hazardous activities have comprehensive training plans and records to ensure relevant competencies are established and sustained.

2.5 Improvement Plan

The Health and Safety Manager develops and implements an annual Health & Safety improvement plan, which includes as a minimum:

- Lessons from injuries and incidents are learned and implemented
- Ongoing changes in Standards and Guidelines are recognised and accounted for in local policies and procedures
- Procedures and practices comply with changing legislation
- Health & Safety targets are set and monitored
- Sufficient resource is allocated to deal with Health & Safety issues

2.6 Health & Safety Monitoring

In order to measure compliance with this Policy, a Health & Safety monitoring plan is established and implemented.

Monitoring takes the form of audits, samples, surveys, inspections and tours in all areas covering relevant Health & Safety issues.

2.7 Review

This strategy is reviewed and updated by the Health and Safety Manager.

3. Responsibilities

3.1 Personal Responsibilities

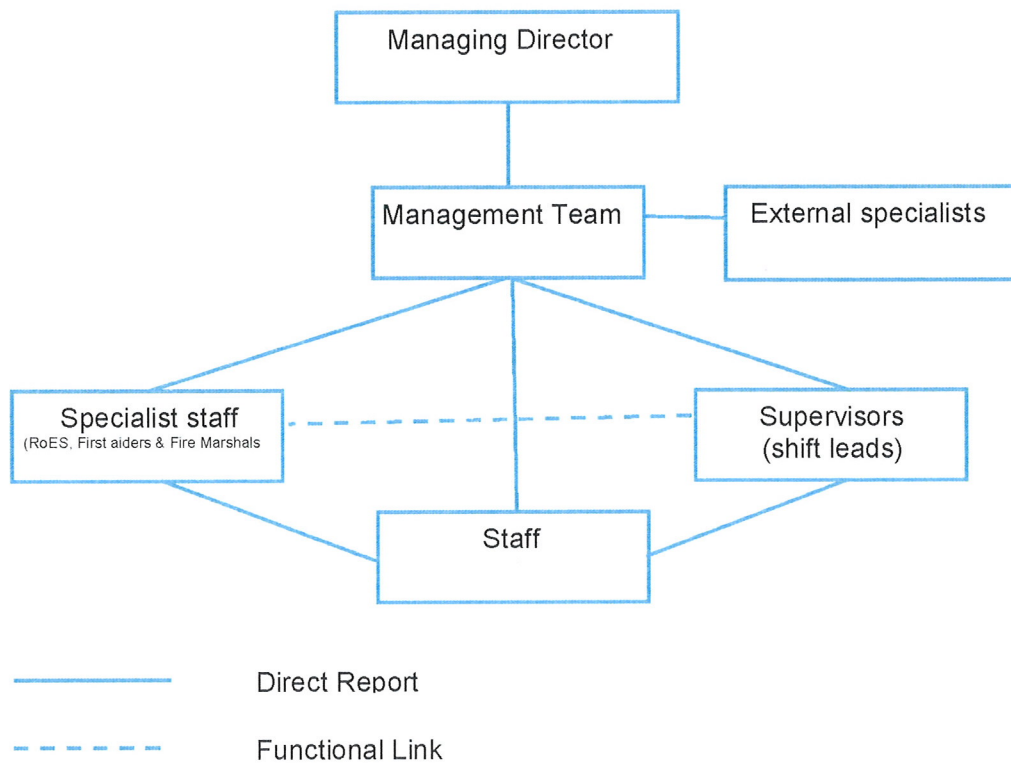
All employees have a personal responsibility to:

- Be fully conversant with this Policy and the Health & Safety Manual
- Take reasonable care of themselves and others
- Prevent harm to themselves and others whilst on site or travelling on company business
- Co-operate with Line Management in all matters relating to Health & Safety
- Make full and proper use of safe systems of work
- Report defects to an appropriate level of management
- Immediately report all incidents and injuries and near misses

3.2 Specific Responsibilities

In addition to those listed in 3.1, the Health & Safety Manual details the Health & Safety role of specific staff.

Appendix A: Health & Safety Organisation



This chart establishes responsibilities and lines of internal communication within the Health & Safety Management System and does not necessarily portray other management structures.

Overall Responsibility: Dr. Dom Brady

Health and Safety Manager: Tim Hart

Appendix B: Health & Safety Manual Contents

Description

Health & Safety Policy Statement
 Applicable Health and Safety Legislation
 H & S Manager's Responsibilities
 Health & Safety at Work, etc. Act 1974
 Health & Safety (Information for Employees) Regulations
 Dangerous Substances and Explosive Atmospheres Regulation (DSEAR)
 Regulatory Reform (Fire Safety) Order
 General Fire Information
 Guide to Fire Extinguishers
 First Aid Regulations
 Reporting of Injuries, Diseases and Dangerous Occurrences Regulations
 Health and Safety (Signs & Signals) Regulations
 Manual Handling Operations Regulations
 Display Screen Equipment Regulations
 Noise at Work Regulations
 Management of Health & Safety at Work Regulations
 Risk Assessments
 Method Statements
 Electricity at Work Regulations
 The Workplace Health, Safety & Welfare Regulations
 Provision and Use of Work Equipment Regulations
 Personal Protective Equipment Regulations
 Control of Substances Hazardous to Health Regulations
 Preventing Slips, Trips and Falls
 Contractors Working on Site
 Lone Working
 Description
 Smoking and Alcohol & Drugs
 Health & Safety Training
 Safety Monitoring
 Stress /Mental Wellbeing
 Driving on Company Business
 General Health & Safety Guidance
 Maintenance & Housekeeping
 The Control of Legionella Bacteria
 Emergency Preparedness and Response
 H&S Communication, Participation and Consultation
 Chemical Spills
 Working Time Regulations – Night time Worker Health Assessment
 Control of Artificial Optical Radiation
 Pressure Systems Safety Regulations 2000 (PSSR)
 Health Surveillance
 COVID-19