

Health and Safety Policy

Section 1: Health & Safety Policy Statement

FGS Group fully acknowledges its responsibilities to ensure that all reasonably practicable steps are taken to protect the health, safety and welfare of its employees, contractors, customers, the public, and others who may be affected by its activities and omissions. In all operations associated with its provision of services, FGS Group refers to both FGS Agri Ltd and FGS Organics Ltd.

Our health and safety management system has been established, documented, implemented, and maintained in accordance with the Health and Safety at Work etc Act 1974, international standard ISO 45001:2018 and all other health and safety legislative and other non-legislative requirements.

In demonstrating our commitment to the pursuit of best practice, we aim to fulfil the following safety objectives in service delivery at all times.

1. Provide sufficient financial, human, and practical resources for effective planning, organisation, control, and monitoring of the health and safety policy, its objectives, and the safety management system.
2. Provide and maintain suitable places of work with safe access and egress at all times.
3. Provide and maintain suitable and safe work equipment and systems of work that minimise the risk of accidents, work related ill health and sickness.
4. Investigate incidents including accidents, injuries, property damage, near misses and observations.
5. Provide for the safe and secure transportation, storage, handling, and use of all hazardous substances.
6. Provide adequate health & safety information, instruction, and training whilst ensuring all employees and contractors are competent to undertake their tasks by demonstration of experience, knowledge and/ or qualifications and training.
7. Provide access to competent professional expertise in health & safety matters.
8. Ensure adequate consultation and communication with employees, contractors, visitors, and any other persons in regard to occupational health and safety.
9. Periodically audit, evaluate, and review this policy, its objectives, and each element of the Health and Safety Management System, to ensure we achieve continuous improvement towards our safety objectives.
10. Provide support where appropriate for mental and physical health conditions including the provision of first aiders and mental health first aiders.
11. Work with our clients across all industries to ensure our employees have a safe and healthy environment in which to work.

12. Encourage safe behaviour and re-educate unsafe behaviour.
13. Development, implementation and continual improvement of the Health and Safety Management System.

Management Responsibilities:

Chairman Level: The Chairman has overall accountability for the 'day to day' management and control of health, safety, and welfare within FGS Group.

Management Level: The health and safety manager is responsible for the 'day to day' management, control and implementation of the health and safety management system and the welfare of employees across all company enterprises.

Enterprise & other senior managers are responsible for the 'day to day' management and control of health, safety, and welfare within their own respective enterprises.

General: All members of the management structure including supervisory staff shall be responsible for the implementation of this policy.

Employees Responsibilities:

- To co-operate with FGS Group at all times to ensure it can meet its health and safety commitments.
- To take sufficient care of themselves and others who may be affected by their acts or omissions,
- To not intentionally or recklessly interfere with, or misuse anything provided for in the interests of health, safety, and welfare,
- To report all health, safety, and welfare concerns to FGS Group.

Signed:

Date:

25/04/2024



Name: Trevor Heathcote

Position: Chairman

Review date: 09/04/2025