


HSE Management System		Health, Safety and Environment Policy			
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Approved By:	Martin Suttie	Issued By:	Paul Reid	Revised By:	Paul Reid

First Integrated Solutions believe that good Health, Safety and Environmental performance is the key to long term success of the company, is good for business and is therefore an essential part of the overall business objectives and plans. The Organisation is committed to conducting its business in a way which causes no incidents, no harm to people or to the environment. In addition to requiring the involvement and participation of everyone in the Organisation we also believe that good HS&E performance is dependent upon a process of continuous improvement. Therefore, we are committed to;

EFFECTIVELY MANAGING HS&E BY:

- Ensuring the availability of resources to establish, implement, maintain and improve the HSE Management Systems and provide safe and healthy working conditions, and prevent work-related injuries or ill-health.
- Ensuring that HS&E is an integral part of the way we conduct our business.
- Making all employees responsible and accountable for the processes required to implement the HSE Policy.
- Ensuring that responsibilities and authorities for all roles are identified and communicated throughout the Organisation.
- Communicating openly with our employees, employee representatives and interested parties on our HSE objectives and performance.

ELIMINATING, REDUCING & CONTROLLING HS&E RISK BY:

- Identifying and assessing HS&E hazards and risk, by eliminating, preventing, controlling or reducing risk to the lowest reasonably practicable level.
- Regularly reviewing our policies, procedures, working methods and industry best practice to identify opportunities for improvement.

COMPLYING WITH LEGISLATION, CODES OF PRACTICE AND STANDARDS BY:

- Keeping abreast of, interpreting and complying with relevant legal requirements and other requirements, regulations, codes of practice and industry standards, and by taking any additional measures we consider necessary.
- Ensuring our HSE Management System complies with the requirements of ISO 45001:2018 & ISO 14001:2015 Standards.
- Working with our industry, our customers, interested parties and the relevant enforcing authorities to influence effective legislation and standards.

CONTINUOUSLY IMPROVING OUR HSE PERFORMANCE BY:

- Investigating, and analyzing incidents, Non-Conformity and, where necessary implementing corrective actions.
- Regularly assessing our aspects and impacts, wastes, emissions and discharges in order to prevent environmental pollution.
- Monitoring, auditing and providing feedback on our HSE Management Systems performance.
- Initiating and prioritising improvements to our HSE Management Systems, based on the assessment of risk and opportunities, HSE Plans, HSE Management Reviews, continual monitoring and audits.
- Setting demanding yet achievable objectives and targets for improvement of our HSE Management Systems and performance.

ENSURING PARTICIPATION AND CONSULTATION WITH OUR EMPLOYEES BY:

- Providing them with appropriate HS&E information, instruction, training, competence and supervision.
- Ensuring their participation and ideas in improving HS&E performance and commending good HSE performance.
- Providing processes for the consultation and participation of employees at all levels within the Organisation.
- Listening and addressing their concerns about HS&E issues.

The Senior Management of First Integrated Solutions continually review the status of our Health, Safety and Environmental Management System activities and performance. We use this information to monitor our progress towards achieving the goals and objectives set in our overall HSE Continuous Improvement Plans.

Signed: 

Date: January 2020

Martin Suttie, Managing Director.

Document Review January 2021