

# Health & Safety Policy

## Policy Statement

**Issue Number:** 21  
**Dated:** 12/01/2026  
**Review Date:** 31/01/2027

Firemark recognises that the Occupational Health, Safety, Welfare & Wellbeing of its employees is essential for the operation of its business. We are committed to providing a safe and healthy working environment to each employee, contractor and visitor. Senior management recognise the importance of conducting the business in a manner that meets with current legislation and codes of practice, and enables the pursuit of continual improvement in its operations and management systems.

To help achieve this, the company actively engages and consults with all its employees, customers and contractors to promote an effective and pro-active approach to everyone's Safety, Health, Welfare and Wellbeing (OH&S), by providing the following:

- A formal process and management system to enable the company to meet all its legal obligations and making OH&S a core value of everything we do;
- The identification of workplace hazards and risks with the provision of suitable measures to adequately control them;
- The correct instruction, information, training and supervision to enable employees to do their job safely and effectively;
- Effective OH&S communication between all levels within the business including mental health awareness;
- A working environment that encourages and promotes safe behaviour and restrains unsafe acts;
- Setting objectives and targets against which its OH&S performance is monitored and reported;
- Providing a positive safety culture in which every employee, contractor and visitor feels free to speak up about non-conformances, undesirable or unsafe situations or any other OH&S related issue;
- Consulting and collaborating with employees and/or their representatives, customers, contractors and other stakeholders on OH&S matters.

This policy will be reviewed at least annually for effectiveness and to ensure its relevance to the business and communicated to all employees and any other person who may be affected by it or would wish to read it.



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Managing Director