

FREEDOM STRATEGIES HEALTH AND SAFETY POLICY

Freedom Strategies Ltd believes that the safety and wellbeing of its employees is of prime concern and commits itself to the following policy.

Under the Health and Safety at Work Act 2015 Freedom Strategies Ltd is regarded as a PCBU (a person conducting a business or undertaking) and as such must ensure, so far as is reasonably practicable, the health and safety of our workers, and that of other persons are not put at risk by our work. This is called the 'primary duty of care'.

Freedom Strategies Ltd will:

- Comply with all relevant legislation, codes of practice, and safety standards in the occupational health and safety field and in particular the Health and Safety at Work Act 2015
- Undertake regular audits and reviews of the occupational health and safety systems;
- Where reasonably practicable update &/or develop & implement processes and work methods that are superior to Legislation, Codes of Practice and safety standards;
- Undertake a review of the Health and Safety Policy every year to ensure it is current;
- Ensure appropriate and sufficient training of all employees to undertake their individual and collective responsibilities in health and safety at work;
- Involve its employees in the development and implementation of occupational health & safety policies systems procedures and practices to ensure their understanding and knowledge and to strive for excellence in health and safety at work. Those employees and management have an individual responsibility to maintain their own safety and the safety of others in the workplace;
- Where reasonably practicable consult, co-operate and co-ordinate activities with all other PCBUs who have health and safety duties in relation to the same matter (overlapping duties);
- Develop and maintain processes to accurately record and investigate all workplace accidents without differentiation that have or could have resulted in injury, ill health and/or serious accidental loss. In the case of injury accidents Freedom Strategies will conduct their own investigation and will undertake appropriate actions to prevent a recurrence;
- Provide and ensure communication systems and techniques that will inform employees of current health and safety information relevant to their work activities;
- Undertake to support a return to work, as soon as possible following an incident as long as it safe to do so & does not pose any risk of detriment;
- Committed to continuous improvement in their policies and procedures in relation to health and safety;
- Committed to the health and safety of all employees and to that end has designated Freedom Strategies' Marketing and Sales Support person, responsible for Health & Safety.

Freedom Strategies is committed to this policy in partnership with its employees

Mark Fyfe

Director

Freedom Strategies

21st January 2020