



harmony[®]
the fire protection experts.



Health and Safety Policy Statement

Harmony Fire Limited is a leader in the fire protection industry providing design, installation, commissioning, and maintenance of both active and passive fire prevention and protection systems including electronic security systems for intruder alarms, video surveillance systems (CCTV) and access control.

Harmony Fire Limited recognises that the health, safety and wellbeing of our employees, and our sub-contractors as well as any stakeholders that may be affected by our operations are considered an integral part of the organisations performance and is an organisational priority. Harmony Fire Limited are committed to:

- Achieving compliance to health and safety legislation, standards, and internal systems. Promoting safe and healthy working environment, including maintenance of certifications such as ISO 45001:2018, and associated sector specific accreditations and memberships such as. i.e. BAFE, BM Trada, LPCB, Constructionline amongst others.
- Working with our customers to exceed health and safety performance expectations on all projects on which we are contracted.
- Mandating the need for all employees and sub-contractors to work to the expected safety standards, utilising error prevention techniques and other leading indicators in order to develop a positive safety culture, including due consideration of the health and safety of themselves and others.
- Providing adequate supervision, behaviour assessment, observations as well as appropriate coaching and training.
- Requiring all employees, clients, managing contractors and sub-contractors to stop work if they have concerns over safety.
- Assessing all HSE hazards, risks, and threats, managing these effectively so they are eliminated or reduced as far as is reasonably practicable. Identifying opportunities to improve safety performance or eliminate likelihood of injury.
- Ensuring the Policy is understood and implemented effectively at all levels, and made available to interested parties, upon reasonable request.
- Ensuring adequate resources are made available to implement this, Policy.
- Co-operating fully with relevant enforcement agencies, statutory bodies, and certification bodies.
- Setting clear HSE objectives and targets, to monitor and measure performance and communicate the results.
- Communicating the requirements and needs of our health and safety management system to all and to facilitate understanding, including suitable assignment of organisational roles, responsibilities, as well as those to which work is sub-contracted to enable continuity of safety process's across all premises, projects and activities.
- Communicating and consulting with; and involving our employees in Health and safety initiatives and system development by holding regular SHEQ meetings and monitoring SHEQ performance against set objectives and targets.
- Developing, implementing, and maintaining an occupational health system and ensuring control of health-related risks to which our employees may be exposed during their employment with Harmony Fire Limited.
- Promoting open, "blame free" sharing of lessons learnt from incidents, near misses, positive observations, and safety conversations, including those learnt from clients, industry membership bodies and industry regulators.
- Not allowing drugs (other than prescription and retail medicines), into any of the organisation's premises or projects. Alcohol is not permitted on client managed sites or projects and must be effectively controlled and managed at internal functions and venues.
- Measuring, monitoring, and reviewing performance in SHEQ management.
- Conducting audits to demonstrate compliance and to provide observations to continually improve performance.
- Preventing human errors and improving the safety culture within the organisation by implementing a behaviour-based safety system.
- Co-operating with our interested parties, so that work-related ill health and accidents can be prevented.

Harmony Fire's Directors and management representatives will annually:

- o Review this Policy to ensure it is effective.
- o Review responsibilities and procedures for Health and Safety management.
- o Set clear Health and Safety objectives and targets, monitor and measure performance and communicate the results, and
- o Ensure adequate resources are made available to implement the Policy.

Signed on behalf of the Board of Directors

Mr. Warwick Melvin

Chief Executive

01st April 2024

Revision 08