



Health, Safety and Environmental (HSE) Policy

Policy Statement

The First Recruitment Group HSE Policy is applicable to all our activities and is appropriate to the purpose and context of the company and its strategy. It also provides a framework for our HSE objectives. We are committed to meeting all applicable requirements and the continual improvement of our HSE Management System.

First Recruitment Group is committed to maintaining a safe workplace and conducting our business with minimum impact on the environment. The company will:

- Comply with all relevant legal and other requirements related to HSE activities
- Routinely monitor our activities to ensure our HSE management system remains effective
- Maintain healthy and safe premises for employees and visitors through the elimination of any hazards
- Provide and maintain safe equipment and systems at work and consider health, safety and the environment when procuring new equipment or obtaining new services
- Ensure adequate funds and resources to maintain our HSE management system
- Provide such information, training, instruction and supervision as is necessary to ensure the health and safety at work of all employees and visitors
- Commit to continual improvement by always seeking opportunities to reduce accidents and near misses
- Commit to the *Reduce-Reuse-Recycle* principle
- Have in place HSE emergency response plans
- Have in place HSE targets and goals that are communicated to all stakeholders
- Consult with and encourage participation of our employees regarding HSE

We believe that all employees are individually responsible for their own safety and the safety of others.

HSE Objectives:

- To conduct a minimum of four HSE meetings annually
- To conduct a minimum of 12 Safety Walks annually
- To conduct two Fire Drills annually

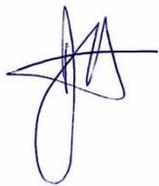
The HSE Policy and our objectives are communicated to the business through:

- The Company Induction
- Annually in the company newsletter
- At the employee appraisal
- Posted on the HSE Noticeboard

Monitoring and Review

This HSE Policy will be reviewed periodically to ensure it remains current and fit-for-purpose.

Signed



John Urpi
Chief Executive Officer

Date: 12th April 2019

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