



Health and safety policy statement

In every activity of its business, Fisher German LLP (including its group entities) is fully committed to minimising the risk of injury or ill health to people and damage to property or the environment.

Fisher German fully accepts its moral and legal obligations to safeguard its employees and anyone who may be affected by its actions and those of its employees.

This commitment to health and safety and the firm's aspirational target of zero harm gives confidence to clients and assists us to obtain work and ensure the firm's ongoing success. Safety performance is measured by repeat business, reduced costs and a reduction in accidents.

This health and safety policy statement provides a framework for continuously improving the firm's approach to managing workplace safety. The firm will comply with all relevant health and safety legislation and strive to work to industry best practice.

Specifically, Fisher German will:

- **Meet** its responsibilities as an employer to do all that is reasonably practicable to prevent accidents, injuries, and damage to health.
- **Promote** a positive culture for employees, increasing their awareness and promoting their ownership of Health and Safety through communication, active participation and the provision of suitable and adequate training.
- **Provide** and maintain safe working environments that minimise the risks to health, safety, and welfare.
- **Ensure** all employees play an active part in the health and safety of the firm by consulting with them and helping them to understand their responsibilities.

- **Safeguard** employees and others from foreseeable hazards connected with work activities, processes and working systems.
- **Provide** adequate guidance, instruction, training, and supervision arrangements to ensure safe methods of work.
- **Ensure** all colleagues report adverse events immediately so that the business can respond, investigate, communicate and learn from the findings.

All employees must:

- **Understand** the risks associated with their work and carry out their work safely.
- **Follow** health and safety training, procedures and instructions and not work in a way that increases themselves and others to unmitigated risks.
- **Comply** with this policy and health and safety procedures including things done to protect their safety.
- **Be proactive** and help keep hazards to a minimum.
- **Report** any failings in health and safety procedures or equipment and adverse events.

The Managing Partner has overall responsibility for health and safety matters and approves this policy on behalf of Fisher German LLP.

Andrew Bridge MRICS
Managing Partner
25 January 2023

