

Occupational Health and Safety Policy

Scope: The design, manufacture and installation of steelwork components for major projects in telecommunications, highways and nuclear power including towers, masts, equipment and station platforms, grillages, refuges, walkways, and screw piles and associated foundations.

FLI will take all reasonable practical measures to ensure the safety, health and welfare at work of all employees, suppliers and any others who may be affected by its activities. FLI will fulfil its legal, moral and economic responsibilities and is committed to a behavioural based health and safety culture.

The directors consider that the proper discharge of the health and safety policy is an important management function and shall provide sufficient resources in order to do this. The directors look to team leaders to ensure that the best conditions are provided to enable work to be carried out safely. The company employs a health and safety manager to advise team leaders on safety matters and to monitor procedures to ensure they are followed. The directors look to employees to follow the rules set out below.

As an employee you have a legal duty to take reasonable care for your health and safety and that of others who may be affected by what you do or don't do at work. FLI requires you to stop work and report any health & safety issue if you believe that it is unsafe to continue. You shall follow all instructions for safe working, in the office, factory and on site including the wearing of personal protective equipment where and when required.

FLI will promote a culture of continuous improvement in all areas of health and safety through the setting of measurable targets, which are reviewed at the monthly management meeting. The aim of these targets is to improve FLI's health and safety performance. You need to think and suggest ways of improving health and safety.

Your team leader will instruct and train you in the risks and safe working procedures for you to carry out your job safely.

The requirements of the Health and Safety at Work Act 1974 will be addressed to include compliance with the requirements of BS OHSAS 18001:2007.

Responsibilities

The general manager is responsible for keeping the directors informed of safety matters and the implementation of the company's health and safety policy.

The health and safety manager is responsible to the general manager for: -

- Providing guidance and advice to team leaders.
- Checking that procedures are being adhered to.
- Updating the health and safety policy annually or as required by a change in legislation.
- Ensuring that legal obligations are being maintained.

The team leader is responsible for implementing the health and safety policy in his or her team.

Each employee is responsible for cooperating with his or her team leader in fulfilling the health and safety policy.

The director responsible for health and safety is Bill Haley.

Signed 
Bill Haley, Managing Director

Date: 4th March 2014