

Health and Safety Policy

Financial recognises that healthy and safe working conditions and practices are vital to achieving business excellence. Financial therefore aims to conduct its business in a way that presents no risk of injury or ill health to its employees, suppliers, visitors or customers and acknowledges and accepts its duties under the Health and Safety at Work etc. Act 1974 and all other applicable health and safety legislation.

Under this legislation Financial will:

- Provide adequate control of the health and safety risks arising from work activities,
- Consult with employees on matters affecting their health and safety,
- Provide and maintain safe equipment,
- Ensure safe use and handling of hazardous substances,
- Provide information, instruction, training and supervision for employees,
- Ensure that all employees are competent to do their work, and to give them adequate training,
- Endeavour to prevent accidents and cases of work-related ill health,
- Maintain safe and healthy working conditions,
- Review the Safety Management System as necessary at regular intervals.

Although there are many potential hazards arising out of the work undertaken by Financial employees, the principal hazards are seen as:

- Electricity,
- Fire,
- Display screen equipment,
- Slips, trips and falls,
- Manual Handling,

This is a process of continuous improvement and relies primarily on the systematic identification, assessment and control of hazards and risks, underpinned by awareness of the relevant legislative requirements. Additionally Financial will set objectives and targets, and measure and monitor their achievement through regular inspections, audits and the thorough investigation of accidents and incidents.

The success of this policy requires the involvement and commitment of everybody in the company, and strict compliance with the Financial Safety Management System. Financial's executive management team places a primary responsibility on line management to ensure the implementation and maintenance of health and safety controls and procedures.

Financial is committed to making available adequate resources to fulfil this policy, and ensuring that its staff are consulted and involved at every relevant stage. In return, Financial asks that everybody in the company works in a way which presents no risk to themselves or others, and meets the company's expectations.

Financial endeavours to employ competent personnel and ensure they are provided with sufficient information, instruction and training to carry out their work activities and responsibilities.

Every employee of Financial has a legal obligation to co-operate in the day-to-day implementation of this policy and to take reasonable care for their own health and safety and the safety of other people who may be affected by their acts or omissions.