

## Health and Safety Policy Statement 2018-19

Malcolm Hollis holds a BSI certification in Occupational Health & Safety Management 18001:2007. This is in pursuit of our core values and primary health, safety and well-being objectives.

We recognise that the effective management of health, safety and well-being is essential to our continued business success, and to ensuring the health, safety and well-being of our employees, and any other persons affected by our business activities.

The Partners are committed, through our Health and Safety Policy, to provide safe and healthy working conditions for the prevention of work-related injury and ill-health and to fulfil legal and other requirements to which Malcolm Hollis LLP subscribe by providing and maintaining:

- A safe workplace to eliminate hazards and reduce occupational health and safety risks.
- Good communication, consultation and participation at all levels of the business regarding all matters of health, safety and welfare.
- Safe plant, equipment and systems of work.
- Effective delivery of necessary information, instruction, training and supervision.
- Safe arrangements for use, handling, storage and transport of articles and substances.
- Adequate resources and welfare facilities to ensure the effective management of health, safety and welfare at work.
- Competent health and safety assistance.

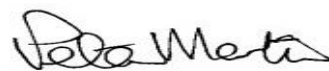
All employees are required to co-operate with the Partners in respect of this Policy and must ensure that their own work, so far as is reasonably practicable, is carried out without risk to themselves and other persons who may be affected by their acts or omissions at work.

Malcolm Hollis are committed to continually improve health and safety management and performance by establishing and reviewing objectives which are set in support of this policy and the Business Plan. Performance in relation to these objectives is reviewed during company business reviews and management reviews.

This Policy Statement is displayed prominently at all Malcolm Hollis offices. It is communicated to all employees at induction and is available to view; along with the full Policy, on the Malcolm Hollis intranet (Hollisphere) and at <http://www.malcolmhollis.com>.

**Print Name:** Peter Martin

**Signature:**

A handwritten signature in black ink, appearing to read 'Peter Martin', written over a horizontal line.

**Position:** H&S Partner

**Date:**

08 November 2018