

Form No.	COM-POL-02		Last Review	July 2025
Revision	2020 V2		Reviewed By	R Clifton

Occupational Health & Safety Policy Statement

Marlowe Fire & Security Group is committed to ensuring the health, safety and welfare of all employees and contractors who may be engaged to carry out activities on our behalf and any customers or member of the public affected by our undertakings. Marlowe Fire & Security Group recognises the importance of health, safety and welfare matters and as such strives to ensure that that they are an integral part of Marlowe Fire & Security Group's culture with commitment to continual improvement. Health, safety and welfare is seen as a key driver with respect to achieving success in our business objectives and the business will never knowingly compromise health, safety or welfare, irrespective of market or business opportunity. Whilst it is recognised that overall responsibility for health, safety and welfare rests with the Chief Executive Officer, practical application of safety responsibilities is entrusted to the Group Compliance Director, to provide a working environment, which is safe and has no adverse effect on the health of any person working for or on their behalf.

The main objectives of the Occupational Health & Safety Policy are:

- To reduce risks to as low as is reasonably practicable.
- To comply with all current and relevant health and safety legislation and subscriptions.
- To prevent and reduce personal injuries to personnel and those affected by our activities.
- Ensuring health and safety is applicable to all staff and remains a key management responsibility.
- To allocate sufficient resources, including technologies, to provide and maintain a place of work that is, so far as is reasonably practicable, safe and healthy.
- To ensure that all relevant health, safety and welfare information, instruction and training related to work and responsibilities is communicated to all persons engaged in the operation of Marlowe Fire & Security Group's undertakings, and to persons using Marlowe Fire & Security Group premises.
- To ensure that suitable and sufficient systems and procedures are put into place for the safety of all people at Marlowe Fire & Security Group premises in the event of an emergency.
- To ensure the provision of suitable first aid facilities and the availability of occupational health advice.
- To promote a positive health and safety culture that includes all areas of Marlowe Fire & Security Group.
- To establish realistic health and safety improvement objectives.
- To firmly seek involvement and participation from our people to achieve such objectives.
- To continuously improve our safety systems and performance.
- To conform to and maintain the Group's BS EN ISO 45001 accreditation.

The Occupational Health & Safety Policy and supporting suite of safety policy and procedure documents shall be reviewed regularly, at a minimum of every year or following significant legislative changes, where improvements have been identified or where accident investigation identifies the need. It will be communicated to all staff via company inductions, websites, intranet, notice boards and issued to remote personnel. It will be made available to visitors to Marlowe Fire & Security Group who may use the premises.

The signatory review above applies to the full suite of Marlowe Fire & Security Group Policy and Procedures.

Signature: 

Date: 10th July 2025

Name: Rob Flinn

Position: Chief Executive Officer