

Health & Safety Policy

1. STATEMENT OF INTENT

FBRH Consultants Ltd is committed to ensuring, so far as is reasonably practicable, the health, safety, and welfare of all employees, associates, clients, and any other persons affected by our activities.

We recognise that effective health and safety management is integral to our business operations, professional integrity, and service delivery. We aim to prevent injury and ill health, comply with all applicable legal requirements, and continually improve our health and safety performance.

This policy is implemented in accordance with the principles of the Health and Safety at Work etc. Act 1974 and associated regulations.

2. SCOPE

This policy applies to:

- All employees and directors of FBRH Consultants Ltd
- Contractors, associates, and trainers engaged by the company

It covers activities carried out:

- At company offices (where applicable)
- At client premises
- At third-party venues used for training and events
- At remote or home-based working locations chosen by employees or associates
- During travel undertaken for business purposes

3. RESPONSIBILITIES

3.1 Director Responsibility

The Managing Director (Simon Pitsillides) has overall responsibility for:

- Ensuring compliance with health and safety legislation
- Providing guidance and resources proportionate to the nature of operations
- Promoting a positive health and safety culture across all delivery formats

3.2 Employees and Associates

All employees and associates are required to:

- Take reasonable care of their own health and safety and that of others
- Ensure that any workspace they use (including home or remote locations) is safe and suitable
- Comply with health and safety requirements at client sites and third-party venues
- Report hazards, incidents, or near misses promptly
- Cooperate with the company on health and safety matters

4. ARRANGEMENTS

4.1 Risk Assessment

- Risk assessments are carried out where appropriate for company-controlled activities
- For remote working, individuals are responsible for as-

sessing their own working environment using reasonable judgement and any guidance provided

4.2 Remote and Flexible Working

- Employees and associates may work from home or other locations of their choosing
- Individuals are responsible for ensuring:
 - Their workspace is free from obvious hazards
 - Equipment used is safe and suitable
 - Basic ergonomic principles are followed
- FBRH Consultants Ltd provides guidance but does not exercise direct control over remote environments

4.3 Use of Third-Party Training Venues

Where training or events are delivered at venues operated by third parties (e.g. universities, conference centres, or facilities such as the London School of Economics):

- The venue provider retains responsibility for:
 - The safety of the premises
 - Fire safety systems and emergency procedures
 - Maintenance of facilities and equipment provided on-site
- FBRH Consultants Ltd will:
 - Take reasonable steps to ensure that the venue is appropriate for the activity
 - Communicate relevant safety information to participants where necessary
 - Ensure that its activities do not introduce avoidable risks
- Employees, associates, and participants are required to:
 - Follow all health and safety instructions provided by the venue
 - Familiarise themselves with emergency procedures upon arrival

4.4 Work at Client Sites

- Individuals must comply with the client's health and safety procedures
- Any significant risks identified must be reported

4.5 Training and Competence

- Personnel are provided with appropriate information and guidance
- Associates and trainers are expected to operate as competent professionals and manage their working environments accordingly

4.6 Travel Safety

- Travel must be planned responsibly, considering fatigue, local laws, and safety conditions

4.7 Incident Reporting

- All work-related accidents, incidents, or near misses must be reported
- Appropriate follow-up actions will be taken where necessary

4.8 Emergency Procedures

- Individuals must familiarise themselves with emergency procedures relevant to their location
- Appropriate action must be taken in case of emergency

4.9 Webinars and Online Course Delivery

FBRH Consultants Ltd delivers training, webinars, and online courses through digital platforms.

In relation to these activities:

FBRH Consultants Ltd will:

- Use reputable and secure platforms for delivery of online sessions
 - Provide clear joining instructions and guidance to participants
 - Take reasonable steps to ensure sessions are conducted in a professional and safe environment
 - Manage sessions to minimise disruption, inappropriate behaviour, or technical risks
- Participants, employees, and associates are expected to:
- Access online sessions from a safe and suitable environment
 - Use appropriate equipment and maintain basic ergonomic practices
 - Take responsibility for their own health and safety during online participation, including screen breaks and workstation setup
 - Conduct themselves professionally and respectfully during sessions

Limitations:

- FBRH Consultants Ltd does not have control over the physical environment of participants attending online sessions
- Responsibility for individual workspace safety during online participation rests with the participant

5. WELLBEING

FBRH Consultants Ltd recognises the importance of mental and physical wellbeing, particularly in flexible and remote working environments. We aim to:

- Promote a balanced and sustainable approach to work
- Encourage good working practices and regular breaks
- Foster a respectful and supportive working culture

6. MONITORING AND REVIEW

- This policy will be reviewed annually or when significant changes occur
- Health and safety performance will be monitored proportionately to the size and nature of operations

7. Commitment

FBRH Consultants Ltd is committed to maintaining high standards of health and safety as part of its broader commitment to responsible and sustainable business practices.

Signed:

Simon Pitsillides



Managing Director
 FBRH Consultants Ltd
 Updated: 15/10/2025