

Occupational Health and Safety Policy Statement

Fairhurst (the “Firm”) is committed to improving health and safety at work throughout our organisation, and specifically to the elimination of hazards, utilising a hierarchy of controls and to the reduction of occupational health and safety risks. We strongly believe that no person should suffer injury or ill health through their employment with Fairhurst. This commitment extends to others who may be affected by our activities.

We acknowledge that effective health and safety contributes to our success.

Our objectives, which are determined at Management System Review, are achieved by the continuous improvement of our Occupational Health and Safety Management System which is externally certified to ISO 45001:2018. Our system includes clear definition as to roles and responsibilities of senior personnel responsible for health and safety across the Firm.

The Firm ensures that adequate financial and personnel resources are available to enable the System to operate efficiently.

All of our people will receive adequate instruction and training on health and safety hazards and risks that affect their work, and will work with clients, joint venture partners, stakeholders and suppliers to achieve a consistent level of awareness.

The Firm is committed to all relevant aspects of personnel wellbeing including occupational health, fatigue, mental health and to the prevention of injury and ill health. This includes the prevention of injury and ill health (both physical and mental) and the setting of key annual achievable objectives to reduce such instances.

We remain committed to complying fully with the Health and Safety at Work etc. Act 1974 and to such other statutes, regulations and requirements that concern our business.

The Firm requires and encourages non-managerial employee participation in, and contribution to, the establishment and implementation of safe working practices and in the review of our Management Systems. All Partners and employees are required to accept their individual responsibility to work within the Occupational Health and Safety Management System in respect of all matters within their control. The Firm requires Senior Management to develop this approach with staff as an essential and necessary procedure. Fairhurst consider health and safety to be a key priority and any serious neglect of occupational safety and health requirements within the Firm will be subject to disciplinary procedures.

Signed (on behalf of all the Partners)



A Blair

Partner with defined roles and authority for Occupational Health and Safety



S J Holmes

Senior Partner

Date: March 2026

FAIRHURST
