**Health and Safety Policy for Fulfilment Pictures**

This document outlines our commitment to providing a safe and healthy working environment for all employees, contractors, and visitors. As a film production company, we recognise the unique challenges associated with on-location filming and are dedicated to preventing accidents, injuries, and work-related illnesses through the effective management of health and safety risks.

Our policy is a comprehensive guide that establishes the responsibilities of both management and employees in ensuring a safe workplace. From risk assessments and training programs to communication strategies and emergency procedures, each aspect of this policy is designed to contribute to the well-being of our workforce.

We encourage all employees and contractors to familiarize themselves with this policy, actively participate in its implementation, and play a vital role in creating a secure working environment. Together, we are committed to continuous improvement, ensuring that our health and safety practices evolve to meet the dynamic nature of our industry.

1. **Statement of Intent**

At Fulfilment Pictures, we are committed to providing a safe and healthy working environment for all employees, contractors, and visitors. We recognise our duty to protect the health and safety of all individuals affected by our activities, including during the production of films and related activities. Our aim is to prevent accidents, injuries, and work-related illnesses through the effective management of health and safety risks.

1. **Responsibilities**

Management: Fulfilment Pictures' management is responsible for establishing and maintaining a safe working environment, providing adequate resources for health and safety, and ensuring that all employees are aware of and adhere to health and safety policies and procedures.

Employees: All employees are responsible for following health and safety procedures, reporting hazards, and actively contributing to maintaining a safe workplace.

1. **Risk Assessment**

Fulfilment Pictures will conduct regular risk assessments to identify and evaluate potential hazards in the workplace, including on-location filming sites. These assessments will be used to implement control measures to minimise risks and ensure the safety of our workforce.

1. **Training and Competence**

We will provide appropriate health and safety training to all employees and contractors to ensure they are competent to carry out their roles safely. This includes training on emergency procedures, equipment operation, and specific hazards related to our industry.

1. **Communication and Consultation**

We will maintain open lines of communication with employees and contractors regarding health and safety matters. Employees will be encouraged to report hazards, near misses, and health and safety concerns, and their input will be considered in decision-making processes.

1. **Emergency Procedures**

Fulfilment Pictures will establish and communicate clear procedures for responding to emergencies, including fires, medical incidents, and other potential crises. Employees will be trained on these procedures, and emergency equipment will be maintained and accessible.

1. **Workplace Health and Safety**

We are committed to maintaining a clean, organised, and safe workplace. This includes regular inspections, housekeeping measures, and the provision of appropriate personal protective equipment (PPE) where necessary.

1. **Compliance with Legislation and Standards**

Fulfilment Pictures will comply with all relevant health and safety legislation, codes of practice, and industry standards. We will regularly review our policies and procedures to ensure ongoing compliance.

1. **Continuous Improvement**

We will continually review and improve our health and safety performance through regular monitoring, incident investigation, and feedback from employees and contractors. This Health and Safety Policy will be communicated to all employees and contractors, and it will be displayed prominently in our workplace. It will be regularly reviewed and updated to reflect changes in legislation, work activities, and organizational structure.

1. **Incident Reporting and Investigation**

All incidents, accidents, and near misses must be promptly reported to the designated health and safety officer. A thorough investigation will be conducted to determine the root causes, and corrective actions will be implemented to prevent recurrence.

1. **Health and Safety Representatives**

Health and safety representatives will be appointed to liaise between employees and management. They will actively participate in health and safety discussions, inspections, and provide valuable input into the decision-making process.

1. **Well-being Programs**

Fulfilment Pictures will promote employee well-being through initiatives such as stress management programs, ergonomic assessments, and mental health support services.

This policy will be regularly reviewed, updated, and communicated to all stakeholders. We appreciate your cooperation in upholding the highest standards of health and safety at Fulfilment Pictures.