

# HEALTH AND SAFETY POLICY

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The Group requires that all Group Companies are operated and managed so as to ensure the health, safety and well-being of all our employees, contractors, customers and others who may be affected by our operations.

We aim to achieve these objectives in a manner appropriate to the needs and available resources of each Group company. Each Group company is an employer in its own right and therefore the principal requirements for managing health, safety and welfare at work falls to company and its management team. The Group will provide the necessary assistance and guidance to all Group companies to assist them in achieving their health and safety objectives and contributing to the long term health and safety strategy.

The Group is committed to the implementation of this Policy through:

## **PRINCIPLES:**

- Taking appropriate steps to minimise accidents and ill health in all aspects of the Group's operations;
- Assessment and control of work-related risks by implementing safe systems of work and effective management practices;
- As a minimum standard, compliance with regulatory and other legislative requirements and striving for continual improvement;
- Where at all possible, the integration of health and safety into our day to day business operations;

## **IN PRACTICE:**

- Identifying, controlling and, where reasonable and practicable, reducing or eliminating risks associated with our activities;
- Providing safe, healthy and well-maintained workplaces with safe plant and equipment and suitable welfare facilities;
- Ensuring employees receive the necessary instruction, information, training and supervision to enable them to carry out their duties in a safe manner;
- Establishing suitable emergency arrangements;
- The development and implementation of health and safety action plans to address the specific needs of the subsidiary business;
- Liaison and co-operation with any enforcement/regulatory agencies.

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## ON-GOING:

- Continual review of our practices, providing appropriate guidance to subsidiaries in line with current legal requirements;
- Regular monitoring of accident/incident trends and other health and safety performance measures;
- Including health and safety items at the Group Board meetings;
- Updating our policy and practices as a result of any reviews, significant events or changes in health and safety legislation and best practice;
- Establishing and operating a Health & Safety Forum for the Group to assist in the effective communication and consultation between the subsidiary businesses. Ensuring at subsidiary level, that appropriate arrangements for staff consultation are in place;
- Ensuring the provision of advice and assistance through the appointment of competent health and safety advisors or officers for all group businesses.

## RESPONSIBILITIES:

Managing Directors of each subsidiary business are responsible for the day to day implementation of health and safety arrangements for the areas and activities under their control.

The implementation of this Policy requires the co-operation and active involvement of all employees, at all levels and in all areas of our business.

In implementing this Policy employees are required to:

- Co-operate with their employer to ensure compliance with statutory requirements by working safely in accordance with any safe systems of work and associated safety procedures;
- Take reasonable care of themselves, their colleagues, visitors and others who may be affected by our operations;
- Report to their line manager any accidents/incidents or any other areas of concern with regards health and safety;
- Not interfere with, damage or misuse any plant or equipment provided by the Employer.

Breaches of this Policy will be regarded as misconduct and could result in disciplinary proceedings.

This Policy has been adopted by the Group and should be read in conjunction with the health and safety policy of the relevant Group company.