



Health & Safety Policy Statement

The Company regards the promotion of health and safety measures as a mutual objective for management and employees at all levels and considers this as a responsibility equal to that of any other function.

The health and safety of our employees is of paramount importance. It is Company policy, so far as is reasonably practicable, to provide and maintain a working environment that is safe, without risk to health and with adequate welfare facilities for all Company employees. We will ensure that all staff are provided with the necessary information, instruction and training to achieve this aim.

The Company will provide such resources and competent technical advice as may be necessary to enable all employees to meet their health and safety responsibilities, taking into account all statutory requirements.

Risk assessments will be carried out in all areas where potential hazards are likely to exist and recorded electronically.

We recognise the importance of employer and employee consultation on matters of health and safety and the value of individual consultation prior to allocating specific health and safety functions.

The management of the Company gives full backing to this policy and will fully support any persons implementing it. Everyone with supervisory responsibility must recognise the need and accept responsibility for health and safety in all undertakings coming within their area(s) of control and to arrange for adequate information, equipment, instruction and training for employees for whom they are responsible. They must ensure adequate delegation of those responsibilities when they are absent.

The allocation of duties for safety matters, the identity of competent persons appointed with particular responsibilities and the arrangements made to implement this policy are set out in the Health & Safety Handbook.

Successful implementation of this policy requires the wholehearted commitment of everyone in the Company and acceptance by individual employees of their responsibilities to:

- Take reasonable care for the health and safety of themselves and for other persons who may be affected by their acts or omissions at work.
- Co-operate with the Company by adhering to the Company rules, safe working practices and all instructions necessary to enable the Company to comply with its legal duties.

Where wilful disregard for safe working practices by an employee seriously puts at risk the health and safety of them self, or any other person, this will be considered as gross misconduct and may lead to the severest disciplinary action. A copy of the general statement will be issued to all employees and a copy of the Health & Safety Handbook made available for all employees.

This policy statement may be revised, added to or modified from time to time and will be supplemented, where appropriate by codes of practice, guidance notes and standards. Changes will be brought to the individual attention of relevant personnel.

Paul Charlton
Chief Executive Officer

3rd January 2014