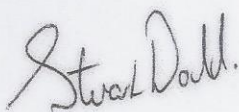

HEALTH & SAFETY POLICY STATEMENT

- The company recognises that the controlling of risks to the Health and Safety of all employees, and all persons likely to be affected by its operations, including sub-contractors and members of the public, is of paramount importance.
- It is the company's intention that its work will be carried out in accordance with the relevant statutory provisions and all reasonably practicable measures taken to avoid risk to its employees or others who may be affected by its acts or omissions.
- Management and supervisory staff have the responsibility for implementing this policy throughout the company and must ensure that Health and Safety considerations are always given priority in planning and day-to-day supervision of work.
- To this end, the company will provide adequate resources, including training and development of employees, to ensure the effective implementation of this policy and create a working environment, which is safe and without risk to health.
- The company will enter into and will promote open and honest consultation with employees and other interested parties in all aspects of health and safety, including audits, inspections and reviews of systems and procedures, with the aim of continually improving the health and safety performance at all company locations.
- The company have recognised the need for competent Health and Safety advice and, to this end, have employed a Health and Safety Advisor to fulfill this function.
- The company cannot stress too strongly that the policy objective can only be achieved with the full cooperation of all employees, and that non-cooperation and/or deliberate disregard for Health and Safety arrangements will be viewed most seriously and invoke the company's disciplinary procedures.
- We all have our role to play in avoiding accidents and we will only succeed if every one of us meets our individual responsibilities.
- The company is committed to the protection and promotion of the mental health and wellbeing of all staff and shall continuously strive to improve the mental health environment and culture of the organisation by identifying, eliminating, or minimising all harmful processes, procedures and behaviours that may cause psychological harm or illness to its employees.



Stuart Dodd
Managing Director