

Group Health, Safety and Environmental Policy

This document outlines the Company's policy with respect to the Health Safety and welfare of its' employees and its policy with respect to the environment.

1 Group Health Safety and Environment Policy

- 1.1 The Group is concerned for the Health, Safety and Welfare of all staff in its employment, visitors to its premises and all those who come into contact with the Group in its diverse activities. The Group recognises its responsibility to protect the environment for the benefit of all. This policy exists as a declaration of our intent and commitment which will be supplemented locally by policies and procedures to meet the varying nature of our business at its widespread locations.

It will be reviewed regularly to take into account changes in legislation and the operations of the Group.

2 Group Health Safety and Environment Aims and Objectives

- 2.1 The Group will aim to ensure safe working practice, safe systems of work and a safe and healthy working environment
- 2.2 The Group will aim to identify all hazards and assess the risk resulting from those hazards. Appropriate control measures will be developed from the risk assessments.
- 2.3 The Group will comply with all legislation, codes and guidelines to ensure safe working practices and care for the environment.
- 2.4 The Group will instruct staff in safe working practice and aim to improve the safety management skills of all. Staff will be informed of their responsibilities with regard to health and safety and the environment.
- 2.5 Line Management will be responsible for the implementation of the Group Policy and the development of local policies required to ensure effective implementation of the Group Policy.
- 2.6 Staff will be required to comply with safety standards and safe systems of working. They will be encouraged to maintain high standards of occupational health and safety.
- 2.7 The Group will aim to ensure that the environmental impact of our activities, our consumption of raw materials and our production of waste is minimised.
- 2.8 The Group will monitor health, safety and the environment to ensure effective performance of policies and procedures to ensure that incidents do not recur.
- 2.9 Accidents and incidents will be investigated and recorded. A summary report will be presented to the Management Committee.

3 Environmental Statement

3.1 The Group is committed to operating a sustainable business and to the protection and conservation of the environment. The Group will endeavour to ensure that it operates as follows:

- Include environmental concerns on an equal basis with economic and commercial considerations in decision-making.
- Identify the environmental impacts of its operations and to take the appropriate steps to minimise or eliminate those impacts in a similar manner to health and safety risk assessments.
- Go beyond legal compliance by subscribing to relevant industry best practice and by encouraging all staff to take voluntary steps to improve environmental performance.
- Establish pre-defined objectives or targets to help achieve its environmental aspirations.
- Monitor its environmental performance, to seek continuous improvement, to conduct regular reviews, and to verify progress towards meeting its environmental objectives.
- Ensure that management at board level takes ownership of environmental issues and develop good communication flows to foster a sense of environmental responsibility in every employee.
- Make available the appropriate resources and provide the necessary training for employees to comply with, and where appropriate exceed, their statutory environmental obligations.
- Encourage the development and installation of new systems and/or procedures to reduce environmental impact.
- Encourage the use of recyclable materials whenever possible, to minimise packaging and to dispose of waste in an environmentally responsible manner.
- Encourage contractors and suppliers to apply these principles and, if necessary, require them to improve their standards to conform with the above.