



HEALTH AND SAFETY POLICY

It is Company policy to make all practical efforts to safeguard its employees, customers and members of the community at large from health or safety hazards arising out of or in connection with its activities, processes or products.

Implementation of this policy will be achieved by the following means:-

- (1) Provision and maintenance of safe and healthy working conditions.
- (2) Compliance with Statutory Regulations and with Codes of Practice relevant to the Company's operations.
- (3) Establishment and maintenance of an effective organization to undertake any necessary planning and action.
- (4) Definition of responsibilities in regard to health and safety matters.
- (5) Maximise the awareness of the need for attention to health and safety throughout the Company.
- (6) Encouraging employees to participate in improving safety standards throughout the Company by submitting ideas and suggestions.
- (7) Consultation with and co-operation from parties internal and external who can make a positive contribution to a Health & Safety programme.

The above policy will operate through the Company's line and staff organisation structure. In addition a joint Management/Staff Safety Committee will provide a regular forum for discussion on Health and Safety matters.

HEALTH AND SAFETY POLICY - RESPONSIBILITIES OF INDIVIDUAL EMPLOYEES

Implementation of the Company's Health & Safety Policy is to the mutual advantage of everyone. Full co-operation by employees is therefore expected.

Specific responsibilities of each employee are:-

- (1) to take all reasonable care for the Health & Safety of himself/ herself and of any persons who may be affected by his or her acts or omissions at work.

(2) as regards any duty/requirement placed on the Company under any of the relevant statutory provisions, to co-operate as necessary to enable the performance of such duty/requirement.

(3) not to interfere intentionally or recklessly with or misuse anything provided in the interests of Health & Safety in pursuance of the Company's responsibilities.

HEALTH AND SAFETY POLICY STATEMENT

The Company will seek to provide and maintain plant and systems of work that are safe and without risks to health. Employees will be given comprehensive instruction and training in order to ensure, so far as is reasonably practicable, health and safety at work. The work place will be maintained in a safe and risk free condition with safe means of access and egress and adequate welfare facilities and arrangements.

Whilst the overall responsibility for health and safety rests with the directors of the Company, every manager and supervisor has individual responsibility for the operation of the Safety Policy in his/her department and every employee must work in a safe and responsible manner such that he/she does not place at risk either his/her own or anyone else's health and safety.

Where matters affecting health and safety arise, the employee concerned must report these to his/her immediate supervisor.

The Company Safety Committee, which consists of representatives appointed by the management and staff and chaired by the Safety Manager, has the responsibility for advising on safe working conditions and practices and inspecting safety arrangements on a regular basis.