



It is the Policy of this Company, so far as is reasonably practicable, to ensure that responsibilities for safety, health and welfare are properly assigned, accepted and fulfilled at all levels in the Company, and that all practicable steps are taken to safeguard the health, safety and welfare of all employees and visitors to the premises or operations under our control.

It is the intention of the Company, so far as is reasonably practicable, to ensure that:-

- The provision and maintenance of plant and systems of work are safe and without risks to health.
- Arrangements for use, handling, storage and transport of articles and substances for use at work are safe and without risks to health.
- Adequate information is available with respect to articles and substances used at work detailing the conditions and precautions necessary to ensure that when properly used they will be safe and without risk to health.
- The provision of such information, instruction, training and supervision as is necessary to secure the health, safety and welfare at work of all employees.
- With regard to any premises under our control or operations on which we are working, the maintenance of all plant, machinery and equipment so that they are safe to not only employees and sub-contractors but to any person who may be affected.
- The working environment of all employees is safe and without risks to health and that adequate provisions are made with regard to the facilities and arrangements for their welfare at work.
- The company will always seek to continually improve in this area and adopt industry Best Practice where possible.
- The Health, Safety & Welfare Policy is appraised and updated as and when necessary. Communication of any such changes will be made to all employees.

It shall be the duty of every employee at work:-

- To take reasonable steps for the health and safety of himself/herself and of other persons who may be affected by his/her acts or omissions at work.
- As regards any duty or requirement imposed on his/her employer to any other person by or under any of the relevant statutory duties to co-operate with the Company so far as is necessary to enable that duty or requirement to be performed or complied with.

Detailed information concerning Health and Safety that is applicable to all employees may be found in the Health, Safety & Welfare Policies and Procedures Manual which is held by Managers at individual Company premises.

Douglas Anderson

Douglas Anderson
Joint Managing Director

Iain Anderson

Iain Anderson
Joint Managing Director

April 2011

