



HEALTH & SAFETY POLICY

1. The Board of Directors believes that health and safety is a vital part of the Group's culture and is committed to ensuring that throughout each of the Group's businesses, health and safety is afforded proper attention and priority.
2. The Group considers that health and safety have equal status with other primary business objectives and when apparent conflicts arise with other values and priorities, will always support employees making a decision in favour of health and safety. The Board is determined that no one in this organisation should ever be called upon to compromise safety for the sake of profit or cost savings.
3. Safe working practices and due consideration of the working environment are factors vital to the overall efficiency and success of the business. The importance of health and safety is such that compliance with all relevant statutory requirements, regulations and codes of practice, which apply in each country of operation, is sought as a minimum.
4. The director with prime responsibility for health and safety within the Group and its subsidiary operations is the Group Chief Executive. Health and safety is the direct responsibility of management, and consequently forms an integral part of the duties of Board Members and Divisional Chief Executives. If any manager, supervisor or any other employee is concerned with this issue, they should advise directly the Divisional Chief Executives of that operation.
5. The active co-operation of employees at all levels is fundamental to ensuring achievement of this overall policy. Safety rules and instructions required by law and any special measures that are introduced by the Group for the protection of employees at work must be followed. The Group expects its employees to apply common sense in their work place and to do all in their power to minimise the possibility of any accident occurring.
6. This policy will be reviewed regularly to ensure its continued effectiveness having in mind the fact that health and safety developments will continue to expand the Group's duty of care, and its statutory obligations.