

Group Health and Safety Policy Statement

The Eltherington Group Ltd is committed to comply with the terms of the Health and Safety at Work Act 1974 and subordinate legislation, the requirements of OHSAS 18001:2007 and any other relevant regulatory requirements. The board believes the company's employees are its most important asset and that a happy, successful and quality organisation is one in which health and safety are effectively managed. The financial and non-financial cost of accidents is such that prevention is an essential part of a manager's judgment and decision making. It is recognised that the continual development of a health and safety culture, which is objective and pro-active, is essential to control risks. This culture will be achieved by the active participation of all Directors, Managers, Team Leaders and Employees in a systematic plan to identify hazards, assess risk and implement control strategies.

In recognition and acceptance of its responsibility as an employer for providing a safe and healthy work place and working environment for all of its employees, Eltherington Group Ltd (Eltherington) has carefully prepared this revision of Health, Safety & Welfare Policy.

The Managing director is supported by the full Board of Directors, by the Group Head of People plus the Group Health and Safety Advisor to ensure they provide as far as possible a safe workplace for employees, contractors and visitors. Eltherington employs qualified safety professionals, as competent persons, to advise and assist management in accordance with health and safety legislation/regulations and the requirements of OHSAS 18001:2007

It is the Eltherington intention to continually develop the quality of their health and safety management system by a commitment to continuous improvement and for the policy to provide the framework for the setting out and reviewing of OH&S objectives

Eltherington recognizes that health, safety and welfare is an integral part of its day to day activities. It is committed to ensuring that all operations and activities are carried out with the intention of preventing harm too, and to protecting the health, safety and welfare of its employees, contractors and others who may be affected by those activities. Eltherington will, when carrying out its duties or implementing new processes, assess and control the impact on the environment.

It is the aim of Eltherington to effectively manage health, safety and welfare, including fire, disability and environmental issues, by the development and review of health and safety action plans.

It is the duty of all employees, contractors and other persons to co-operate with Eltherington by taking responsibility for their own safety and that of others who may be affected by their actions.

Eltherington does not consider any of its activities to be so important that time cannot be taken, where reasonably practicable, to develop safe practices.

To that end the Eltherington will, so far as is reasonably practicable, ensure the provision and maintenance of:

- A safe environment and workplace without risks to health and safety for all of its employees, contractors and others who may be affected by those activities, in addition provide a safe access and egress to places of work.
- Safe plant and equipment. Which is maintained in good condition, the full guarding of machines, adequate finance resources, personnel and facilities to fulfil its legal responsibilities.
- Systems of work which are safe and without risk to health.
- Better and more effective information via the portal, managed notice boards, instruction, training and supervision.
- Suitable arrangements for the safe handling, storage and transportation of articles and substances.
- A safe and healthy working environment with adequate facilities for employee's welfare.
- Adequate welfare facilities.
- Adequate risk assessments and safe working procedures.
- Consultation with employees in the most appropriate methods, to make and maintain effective arrangements to promote health and safety including the provision of health and safety committees.
- A written health and safety policy and the necessary organisation for implementing it.
- The Eltherington Group also requires the commitment of employees to:

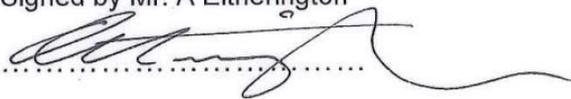
Take reasonable care for the health and safety of themselves and of other persons who may be affected by their actions or inactions.

Whilst at work, Co-operate with the employer, so far as necessary.

Not intentionally interfere with or misuse anything which has been provided in the interests of health safety or welfare, whether it has been provided for the protection of employees or other persons.

The effectiveness of the policy will be monitored and reviewed, as and when necessary, to comply with legal, OHSAS 18001:2007 and any other requirements set to them

Signed by Mr. A Eltherington



Group Managing Director