



## **Health, Safety and Welfare Policy Statement**

It is the Company's intention that its work will be carried out in accordance with the relevant statutory provisions and all reasonably practicable measures taken to avoid risk to its employees or others who may be affected.

Management and supervisory staff have the responsibility for implementing this policy throughout the Company and must ensure that health and safety considerations are always given priority in planning and day-to-day supervision of work.

All employees and sub-contractors are expected to co-operate with the Company in carrying out this Policy and have a duty under Regulation 12 of The Management of Health and Safety at Work Regulations as well as under section 7 and 8 of The Health and Safety at Work Act 1974 to ensure that their own work, so far as is reasonably practicable, is carried out without risk to themselves or others.

The Board of Directors have appointed the Managing Director, Mr J M McAlpine as having particular responsibility for health, safety and welfare and to whom references should be made in the event of any difficulty arising in the implementation of this Policy.

The operation of this Policy will be monitored and reviewed by the management and staff of the Company. To assist them in this respect, the Company have appointed Mr Bill Thomson as Health & Safety Manager and Auditor in accordance with the Construction (Design and Management) Regulations 2007, and The Management of Health and Safety at Work Regulations 1999 Regulation 5 to visit all sites and workplaces and to give advice on the requirements of the relevant statutory provisions and safety matters generally.

All aspects of the Health and Safety Management System, including the policy, objectives and targets will be reviewed on an annual basis.

This Statement of Company Policy will be displayed prominently at all sites and workplaces and will be available to the public on the Company website.

The organisation and arrangements for implementing the Policy will also be available at each site and workplace for reference by any employee as required.

**JAMES McALPINE**

**MANAGING DIRECTOR**

A handwritten signature in blue ink, appearing to read 'James McAlpine', is written over a horizontal line.

27<sup>th</sup> January 2012