

**Hargreaves Services plc**



## **Health and Safety Policy Statement**

Hargreaves Services plc shall ensure that within the scope of all of its operations there are health and safety management systems in place that are statutorily compliant, adequately resourced and ensure the health safety and welfare of all employees and any persons who may be affected by those operations including contractors, other Company employees and the public where appropriate.

Each operational Division or Company shall have a proactive approach to health and safety management and ensure that management structures are in place to ensure all employees, Managers and Supervisors fully understand their responsibilities and work together to accomplish the Company's objectives in a safe and efficient manner.

The health and safety management systems implemented shall be regularly reviewed and will identify and assess any risks or hazards that might be associated with the Company's activities, as far as practicable and ensure that these are communicated to all who may be affected by them and that they are adequately controlled.

Adequate information, training and instruction shall be given to all employees to ensure that they are fully competent to carry out their tasks in a safe manner and operations will be adequately supervised.

Health and safety cultures shall be implemented that encourage communication, cooperation and commitment from everyone and also reporting procedures that can quickly identify and bring to the attention of the appropriate people whether workmen, supervisors or managers any activity or operation that may cause excessive risk and endanger either personnel or plant.

Where an accident or incident (including a near miss) has occurred then they shall be fully investigated and recommendations made and communicated to ensure that every endeavour is made to ensure that they are not repeated.

All working practices and systems of work shall be continually monitored, audited and reviewed by all involved in the process, to ensure that they are not only efficient but both safe and practical.

Health and safety management techniques and 'best practice' shall be endeavoured to be communicated, discussed and agreed and implemented across all operations no matter how diverse in an attempt to continually monitor and improve our health and safety performance and protect our people.

A handwritten signature in black ink, appearing to be 'D. Smith'.

Chairman

A handwritten signature in black ink, appearing to be 'J. Hargreaves'.

Chief Executive

9th November 2009