

HEADCROWN GROUP PLC

## **HEALTH AND SAFETY POLICY STATEMENT**

The Group recognises that health and safety management is central to its Business operations. The Group aspires to have no reportable accidents on an ongoing basis.

It is the policy of the Headcrown Group of companies to ensure that the highest importance is given to the health and safety of all its employees and others whom may be affected by our work activities. The Group commits to providing adequate and suitable resources to ensure that health and safety issues are managed appropriately. Headcrown Group plc requires all personnel to support these measures and co-operate fully in their implementation.

It is the duty of each subsidiary Chairman / Managing Director, through the subordinate management structure, to encourage and to ensure that employees work in a safe manner by giving appropriate training and clear instruction and by providing a safe working environment which is without detriment to health.

Equally, it is the duty of each employee to work in such a manner that they will not endanger themselves or others and to observe their Company's specific health and safety codes of practice.

Furthermore, the Management Team of each subsidiary Company will:

- Operate that business in such a manner as to ensure that it complies with all relevant health and safety legislation;
- Prepare, communicate, review and revise as appropriate, health and safety policies and procedures to ensure there is a safe system of work applicable for that business;
- Ensure that suitable and sufficient resources are allocated to enable and ensure that those policies can be effectively implemented;
- Provide all employees with adequate training, information and instruction to ensure they are competent to carry out their tasks;
- Consult with our employees on matters affecting their health and safety;
- Implement an effective system for the monitoring and reporting of health and safety performance; and
- Provide the Board of Headcrown Group plc regularly, and not less than quarterly, with comprehensive reports on the effectiveness of these measures.

Health and safety performance reports will be kept under scrutiny at Main Board level; Carl Brian is Chairman of Headcrown Group plc and is responsible for health and safety.

The Board of Headcrown Group plc recognises that such policies and procedures are advantageous to all employees and subsidiary companies and that by minimising the likelihood of injury or ill health to people by controlling loss, damage, waste and avoiding disruption of the production process, those policies and procedures become assets of the business. The Board of Headcrown Group plc will therefore give the fullest support to all those who insist on implementation of all the Group's safety policies and procedures.

This policy statement will be reviewed annually or whenever best practice or legislation dictates.

CARL BRIAN

CHAIRMAN, HEADCROWN GROUP PLC

SEPTEMBER 2010