

1. Health and Safety Policy Statement.

- 1.1 Prevention of accidents involving personal injury or property damage is essential to Crummock's efficient operation. The planning, methods and systems required to achieve this add to the overall controls required to allow Crummock to improve its overall business performance, while ensuring that H&S is not compromised by other objectives.
- 1.2 It is company policy that our operations are always to be carried out in such a way as to ensure, so far as reasonably practicable, the occupational health, safety and welfare of all employees and anyone else likely to be affected by our operations.
- 1.3 Mr. Lee Kennedy, Director, is responsible for the company Health & Safety Policy. This responsibility includes the formulation, implementation and monitoring of the policy, and for effective safety communications within the company.
- 1.4 In this policy the term 'safety' is defined to mean:
- prevention of injuries and ill health;
 - promotion of occupational health and hygiene;
 - control of all situations likely to cause damage to property and equipment.
- 1.5 The Board of Directors believes that every employee has a responsibility for 'safety'. Employees are asked to note that when a breach of the Health and Safety at Work etc. Act 1974 has been committed, there is provision for criminal proceedings to be taken against the company or an 'individual'. The 'individual' may be a Director, a person in a supervisory position who has responsibility for others, or any employee who has deliberately disregarded detailed instructions.
- 1.6 The penalties that can be imposed on an individual for a breach of the Health and Safety at Work etc. Act 1974 are similar to those for a company. Conviction may result in heavy fines or imprisonment for serious offences.
- 1.7 All employees therefore have a duty to take reasonable care for their own safety and the safety of anyone else who may be affected by their acts or omissions. Employees must also co-operate with the company in its arrangements to meet statutory safety obligations and will be actively encouraged to do so by managers and directors. This duty includes adherence to the company safety policy, the Health and Safety at Work etc. Act 1974 and all other statutory safety legislation.
- 1.8 This policy document and the provisions contained within it shall be brought to the attention of all employees, who will be encouraged to feedback any relevant

issues and to actively participate in all matters related to OHAS. Where an employee feels there is a risk in the task they have been allocated, they should bring it to the immediate notice of their supervisor, rather than begin the task.

- 1.9 The company is committed to continual improvement of its management of Occupational Health and Safety by preventing injury and ill health, setting objectives and by reviewing its performance in meeting those objectives. It recognizes that there is a need to continue improving to provide a safe and healthy environment for anybody affected by our work.
- 1.10 It will be the responsibility of the Director Responsible for Occupational Health and Safety to review this Policy regularly, making recommendations to the Board of Directors to updates and modify when necessary. To do so he will take advice from suitable, experienced safety professionals and review current best practice.
- 1.11 The prime responsibility for safety of our operations and for providing a safe place of work rests clearly upon all sectors of management and the directors will ensure that the policy is pursued with diligence through the implementation of a suitable management structure and communicated effectively to all employees.
- 1.12 The company's Directors will commit adequate financial and physical resources to ensure the adoption and maintenance of standards of safety, health and welfare in all areas of the company's activities and exhibit their active positive commitment to those standards. The proper standards are those to meet the requirements of this Safety Policy, the Health and Safety at Work etc. Act 1974 and any other statute concerned with safety.

Signed



Lee Kennedy
Director Responsible for Occupational Health and Safety