

ERNEST DOE & SONS LIMITED

GENERAL STATEMENT OF POLICY FOR HEALTH AND SAFETY AT WORK

It is the company policy that all possible steps will be taken to ensure health, safety and welfare conditions are provided for all persons on its premises and to prevent damage to company property.

This has been decided by the Board of Directors and it is the responsibility of the managers in the management structure to implement down the line. Equally it is the duty of all employees to act responsibly and to do everything they can to prevent injury to themselves and their fellow workers (Refer to management responsibilities in Section 2).

It is the statutory duty of all employees to co-operate with the company's safety policy and safety rules and to conform to safety codes of practice. In practice this means observing all safety rules, wearing protective clothing where required, reporting all hazards to the appropriate manager and carrying out all safety responsibilities allocated.

All employees with specific responsibilities for health and safety must ensure that they appoint deputies in their absence.

All employees who authorise work to be carried out at any time must ensure that there are adequate health and safety facilities available.

The Health and Safety at Work and Factory Acts, current company fire regulations, relevant safety regulations and codes of practice are to be complied with at all times but this in itself is not enough. All employees must contribute towards making work areas as safe as possible.

The Health and Safety Committee will monitor the ever-changing health and safety situation with regard to the company. The Committee who will meet three times a year, is as follows:

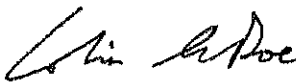
COLIN E DOE	CHAIRMAN
ROD DOUGLAS	HEALTH & SAFETY MANAGER
MARIA KIRBY	SECRETARY
ANDY BLOOMFIELD	
ALAN RINGER	
ANGUS DOE	
JANET DOE	
NEIL FROST	
DARREN STUBBINGS	
DAVID WOOD	
EMMA TOMMASI	
TOM PETER	
BRANCH MANAGERS (at each location or an employee nominated by him in agreement with the H&S Director)	

The Complete Health and Safety at Work Company Policy Document has been amended to include 'Arrangements appertaining to Company Policy for Health and Safety at Work', 'Site work Health and Safety and for Construction Work', 'Work Activity Risk Assessments'. Each branch has its own set of documents.

Any suggestions for improvement of existing safety regulations or additional safety methods should be made to the appropriate committee member. Our aim is to prevent accidents, not to hold inquests on those that have happened.

The Policy is the direct concern of the company's senior management. Mr Colin E Doe, H&S Director, is responsible to the Board of Directors for its overall implementation.

SIGNED:



DATE: 27TH FEBRUARY 2018

DATE OF NEXT REVIEW: 27TH FEBRUARY 2019