

Health & Safety Policy

The board of directors of T Brown Group accept their responsibilities under the Health & Safety at Work etc., Act 1974 for the health, safety and welfare of employees, subcontractors and others who may be affected by our operations. This policy is displayed for the attention of all employees and visitors.

The company's aims and objectives are to take all reasonable measures to ensure the health, safety and welfare of all its employees, in fulfilment of its moral, legal and economic duties and responsibilities. These measures also are aimed at protecting others who may be affected by our works. The company will ensure that it has made adequate financial provisions for the implementation of health and safety legislation.

The declared policy of the company, the directors, the senior staff and employees is to achieve and maintain a safe and healthy environment for all employees and others, who may be affected by the company's operations. The company has requested the full cooperation and support of its employees with the implementation and requirements of the Health and Safety at Work legislation.

The company notifies all persons who are employed by the company, sub-contracted to the company, visiting the company's premises, sites of operation or to whom the company owes a duty of care, to co-operate with and conform to the displayed safety policy of the company.

All employees have access to the Health and Safety policy of T Brown Group, on each site and at the company's head office. The policy manual is constantly updated in line with new legislation and company policy. The company will review the policy manual and arrangements, annually to incorporate any new legislation or changes in the company's operations or procedures.

The company undertakes training programmes to advise of statutory and company revisions to its Health and Safety arrangements. Safety training issues and new safety information will be notified and displayed by the company to inform all employees.

Staff have been made aware of their particular responsibilities in regard of Health and Safety and of for those under their control by induction and continuous safety awareness training. The company will invoke disciplinary procedures for any non-compliance of health and safety regulations and procedures. Where there are industry codes of practice that apply to the company's operations, copies of these will be acquired and incorporated into the company's own Health and Safety practices. The company will ensure that appropriate welfare facilities including first aid support and equipment are available.

The Managing Director has overall responsibility for Health, Safety and Welfare and is supported in this role by the company's Health and Safety advisors and other expert advisors, as required.

A handwritten signature in black ink, appearing to read 'Josh Brown'.

Josh Brown, Managing Director
T Brown Group

Date: 11th August 2011