

RUSSELL RICHARDSON & SONS LTD
HEALTH AND SAFETY POLICY

GENERAL

1.1 Policy Statement

The Company Health and Safety Policy is based on an absolute conviction that all types of accidents and ill health can be prevented. Accidents not only cause injury to people, leading to personal suffering, but they also cause damage to plant, property and product.

The Company will take reasonable measures to ensure that we conduct our business in a safe manner. Our aim is to implement a health and safety management system, which is based on achieving compliance with our legal requirements as a minimum.

The management of health and safety is a fundamental part of our business and our systems are designed to contribute in improving business performance. All employees must ensure that all aspects of our business are managed in a safe manner and must take practical measures to ensure that our activities do not harm our employees, customers, contractors and members of the public.

In order to achieve good health and safety performance, adequate resources will be provided to implement this policy and associated improvement programmes. The Company will ensure that safe and healthy working conditions are provided and maintained in an efficient order. Risk assessments will be undertaken for all of our hazardous operations and safe systems of work; safe plant and equipment; instruction and training will be provided in order for our employees to work safely.

The Company also recognises our responsibility towards the environment and will ensure that our activities are carried out without detriment to the environment.

Managers must be conversant with the contents of this policy and must plan, regularly review and develop this policy. All employees are required to comply with this policy and must understand their specific responsibilities. These are outlined in the organisation responsibilities and arrangements sections and include co-operating with the Company on safety matters and taking care of their own health and safety and the safety of others affected by their work activities.

Every employee has the right to raise health and safety concerns with a Manager. Effective two way communication and consultation of health and safety is essential and will be achieved by health and safety being a set agenda item at meetings and during employee consultations.

The policy will be brought to the attention of all employees through induction training and a copy will be displayed on the health and safety notice board at our site. Furthermore each employee will be provided with a copy of the policy.

This policy will be reviewed annually or more frequently as necessary in the light of legislation requirements or significant changes to the way we operate our business.

Signed 
Managing Director

Date: 1/11/2014