

Health & Safety Policy Statement (Barrier Division)

This statement forms part of the main Hill and Smith Ltd (Barrier Division) Health and Safety Policy and should be read in conjunction with the Hill and Smith Holdings Ltd Group Health and Safety Policy Statement and the (site specific) Employee Handbook.

As the subsidiary Managing Director of Hill and Smith Ltd (Barrier Division), I assume ultimate responsibility for ensuring that the Barrier Division complies with current health and safety legislation, I also assume ultimate responsibility for the implementation of this Health and Safety Policy (as formulated by the Group Board of Directors). However, with regards to the day-to-day execution of this responsibility I have delegated it to the Managers and Departmental Heads of the specific operating areas.

The Company is committed to preventing injury and ill health by operating its business in accordance with the Health and Safety at Work Act 1974 and all applicable regulations made under the Act. In accordance with this Act the Company is committed to ensuring the health, safety and welfare of all its employees and any other person not employed by the Company who may be affected by the way in which we conduct our business, both on and off this Site. To this end the Board of Hill & Smith Limited has instigated this Health and Safety Policy and instructed that it be applied in conjunction with all aspects of our business operation.

We will achieve this by ensuring:

- That we have a structured and focused organisational framework for the active management and review of health and safety issues.
- That the key elements of a successful health and safety management programme are implemented throughout the Company.
- That we monitor the implications of all the activities under our control and use this information to improve our health and safety performance.
- That we undertake, and continuously review a programme of risk assessments in all significant areas of our business and address any areas of deficiency brought to our attention by these risk assessments.
- That we Comply with all relevant legalisation, & other agreed requirements and also in conformance with OHSAS 18001.
- Review changes in legislation and guidance from outside agencies on a regular basis and adopt 'best practice' as a minimum standard; where we believe 'best practice' to be unsuitable for our particular business we will implement a system which exceeds 'best practice'.
- Initiate a policy of continual improvement, using practices that recognise the moral, social, environmental and health & Safety implications of our activities.
- That all persons in our employ are suitably trained for the duties they undertake. Specialist technical advice / training and instruction will be given, where necessary, to enable the safe execution of these duties.
- That all employees are sufficiently supervised to carry out their duties in a safe manner.
- That employees are made aware that they have a responsibility, to bring to the attention of the Management, any health and safety concerns which they may have. Employees are made aware of the procedures to achieve this through the (site specific) Employee Handbook.
- That effective emergency procedures are in place to cover such matters as fire risks, evacuation, first aid, accident reporting and any other health and safety aspects of our operation¹.
- That suitable welfare facilities are made available for staff and visitors whilst they are on this Site.

¹ See also, Contract of Employment, Employee Handbook and Induction Training Form.

- That health and safety matters are actioned by:
 - Setting health and safety objectives for individual departments;
 - Developing suitable procedures and safe systems of work, bespoke to each department, or piece of equipment;
 - Delegating specific responsibilities as appropriate;
 - Monitoring the health and safety performance of individuals and organisational systems, as part of the continuous improvement programme;
 - Reviewing annually, or more frequently if required, our Health & Safety Policy;
 - Featuring health and safety as a standard agenda item at all appropriate forums;
 - Recording and implementing all key actions and decisions made at these forums.

The co-operation and support of all employees and visitors in addressing the pro-active management of health and safety is essential to our efforts for achieving effective and consistent health and safety policies and practices. Accordingly the Company expects all employees and visitors, to exercise personal responsibility and co-operate fully in seeking to prevent harm to themselves, others, or the environment.

Employees are reminded that the promotion of, and improvement of, health and safety issues is the responsibility of everyone associated with the Company. Therefore they have a duty to follow safe working practices in accordance with their instruction and training, and if they see a shortcoming in Company policy / procedure to bring it to the attention of their Supervisor as soon as practicable.

The Management Team of Hill & Smith Limited encourage and value positive suggestions / contributions from all staff, health and safety or otherwise. These suggestions / contributions should be brought to the attention of the Managing Director via Departmental Heads.

A handwritten signature in black ink, appearing to read 'Alan Dean', is positioned to the left of the large Hill Mith logo watermark.

Alan Dean,

Subsidiary Managing Director (Barrier Division)