

**COMPANY POLICY
ON
HEALTH AND SAFETY AT WORK**

SageSafety


INTRODUCTION

The Company recognises that the health and safety of its employees is of paramount importance both in social and economic terms and consequently the Directors freely accept the responsibilities they have under law. These responsibilities are embodied in this Policy Statement, which shall be the basis of sound and safe practices used within the Company.

Employees, Associates and others working on behalf of the Company at any location or site will only be allowed to do so providing that they are prepared to conform to the principles and practices laid down in this statement. Likewise employees, associates and others who have an association with the Company are required to conform to any reasonable rule or practice imposed through statute or particular requirement of any location where the Company is carrying or is due to carry out work.

The Directors of Sage Safety Limited regard the promotion of health and safety as a mutual objective which must be actively pursued by management, associates and employees at all levels.

It is the policy of the Company to conduct its undertakings in such a way as to ensure, so far as is reasonably practicable, the health, safety and welfare of all its employees and associates whilst at work, and of any other persons not being in its direct employment who may be affected by its operations.

A handwritten signature in black ink, appearing to read 'James K Dobson', written over a light blue rectangular background.

James K Dobson OBE

Director and Company Secretary

27 July 2007

PART 1

GENERAL STATEMENT OF POLICY

The Company recognises the legal obligations placed on it by the Health and Safety at Work etc. Act 1974 and of any other statutory provisions and health and safety regulations applying to its activities, with regard to:

- The provision and maintenance of plant and systems of work that are safe and without risks to health.
- The provision and maintenance of a safe and healthy working environment with adequate welfare facilities and arrangements.
- The provision and maintenance of safe means of access to, and egress from, all workplaces.
- The safety and absence of risks to health in connection with the use, handling, storage and transport of materials and substances.
- The provision of such information, instruction, training and supervision as is necessary to ensure that work may be carried out safely and without risks to health.

Employees have a duty to co-operate in the operation of this policy by fulfilling the responsibilities placed upon them in Part II of this Policy.

The Company maintains effective procedures for consultation and communication between all levels of management and employees on all matters relating to health, safety and welfare.

The operations of the Company and this policy will be reviewed at regular intervals, in light of changing Company circumstances, procedures and statutes. These changes will be brought to the attention of employees and others whose health and safety maybe affected by such changes.

PART II

ORGANISATION AND RESPONSIBILITIES

DIRECTORS

The overall responsibility for health and safety at work is held by the Directors of the Company who will make available adequate resources for the implementation and monitoring of the Company Health and Safety Policy.

Health and Safety responsibilities as follows

- To ensure persons are given adequate information about the risks of their work and the work of others, and proper instruction for safe working, and supervision where appropriate, having particular regard to apprentices and other young persons.
- To ensure that appropriate training is given to all employees in health and safety matters.
- To assess risks and improve the safety of the workplace and the safety and effects on health of the working environment.
- To promote the co-operation of all employees in health and safety matters, to foster a positive consultative approach with all employees generally.
- To prevent nuisance and minimise risk to the community and the environment by applying adequate control measures.

This part of the Policy lists the duties which are placed on individuals with the object of ensuring that the aims of the Policy are achieved.

This primary responsibility for the health and safety of the Company employees lies with management at all levels. In the event of named persons being absent, then the duties and responsibilities of that person will be delegated to another person.

It is an important part of this Policy that any of the persons named within it, who, in the course of their duties, discover contraventions of the policy, take appropriate action within the scope of their duties and at the earliest practicable opportunity to rectify the contraventions.

PART II

ORGANISATION AND RESPONSIBILITIES

DIRECTORS

The Directors will:

- Make adequate financial provision for implementing the Company Safety Policy.
- Ensure that the Policy is being carried out at the Company's premises and at all Sites where the Company is involved.
- Delegate specific authority to Company management personnel and ensure that they implement it.
- Require a positive approach to safety from all levels of management and employees.
- Cause the safety performance of the Company to be monitored and take such steps as may be necessary to improve the performance.
- Cause the Health and Safety Policy to be amended whenever necessary.
- As part of the periodic review of the Company Policy on Health and Safety, undertake an annual systematic review of training needs and ensure that all levels of staff receive adequate and appropriate training.
- Set an example by, when necessary, wearing the appropriate personal protective equipment.

PART II ORGANISATION AND RESPONSIBILITIES

ALL STAFF and ASSOCIATES

In addition to the general personal responsibilities that they have to themselves and others, it will also be their responsibility to ensure that:

Before starting work on site the risks to health and safety arising from the proposed site work will be reviewed and assessed, if necessary in conjunction with the client.

The checkpoints that must be covered before work commences are:

- Sign off and agree method statement/risk assessment
- Means of access to place of work
- The situation of the workplace
- Have harmful materials/processes been identified?
- What site precautions and protective clothing are needed?
- Is the necessary safety equipment provided and are operatives trained in its correct use?
- Have provisions been made for workers, not involved in the work to be kept away from potential hazards?
- Will there be any confined space working and if there is will all necessary equipment be available prior to operations starting?
- Have all operatives been trained in the safe use of all plant and materials that they will be using on the site and are they aware of any potential health hazards?
- Have arrangements been made for the safe disposal of any waste materials?