



HILL & SMITH HOLDINGS PLC

HEALTH AND SAFETY POLICY STATEMENT

This statement forms part of the main group Health and Safety Policy and should be read in conjunction with each subsidiary Health and Safety Policy, which are available at each subsidiary location. The Company is committed to operating its businesses in accordance with the Health and Safety at Work Act 1974 and all applicable regulations made under the Act.

As Group Chief Executive I have ultimate responsibility for ensuring the Group's compliance with Health and Safety legislation and implementation of the Group's Health and Safety Policy formulated by the Main Board. However, the day-to-day execution of this responsibility is delegated to the Managing Directors of each of the Group's subsidiary companies.

We are committed to **ensuring** the health, safety and welfare of all persons in our employ and all other persons who use our facilities or are affected by the way in which we conduct our business. To this end the Main Board of Hill and Smith Holdings PLC, has produced a Health and Safety Policy that will be applied as an integral part of our business. This policy endorses our commitment to:

- The Health and Safety of customers, visitors, contractors, neighbours and the general public in relation to the way we conduct our daily business.
- 9 Providing a structured and focused organisational framework for the active debate of Health and Safety issues.
- 9 Recognising the key elements of a successful Health and Safety management programme and seeking to improve our performance by considering the Health and Safety implications of all the activities under our control.
- Undertake and continuously review a programme of risk assessments in all significant areas of our business and address any material areas of deficiency as appropriate.
- 9 Adopting best practice where we believe this is appropriate and the review of our procedures on a regular basis to meet changes in legislation and workplace guidance.
- Assisting all subsidiary company Managing Directors and other Group employees in carrying out their Health and Safety duties by facilitating the provision of specialist technical advice, guidance and training.
- 9 Ensuring that all persons in our employ are suitably trained for the duties they undertake and are made aware of how to bring any concerns to the attention of management. We will provide information, instruction, supervision and training to cover all activities under our control.
- 9 Establishing emergency procedures to cover such matters as fire risks, first aid, accident reporting and any other health and safety aspects of our operations.



- Providing suitable welfare facilities or making the necessary arrangements for the welfare of all our employees whilst at work.
- Ensuring health and safety matters are actioned by:
 - Setting Health and Safety objectives by location;
 - Developing suitable procedures and safe systems bespoke to each location;
 - Delegating specific responsibilities;
 - Monitoring the Health and Safety performance of individuals and the organisation 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 Main and subsidiary company board meetings and recording all key actions and decisions.

The co-operation and support of all staff in addressing the pro-active management of Health and Safety is essential to our efforts to achieve effective and consistent Health and Safety policies and practices. Management and employees will be expected to exercise personal responsibility and co-operate in seeking to prevent harm to themselves, others and the environment. All employees will consider every aspect of their working duties and seek to eliminate any unsafe acts or omissions.

The Board of Hill & Smith Holdings PLC welcomes positive contributions from all staff and remind them all that they must follow safe working practices in accordance with their instruction and training and bring any significant Health and Safety issues to the attention of their subsidiary company Managing Director.

The promotion of Health and Safety is an important part of the philosophy and culture of Hill and Smith Holdings PLC and the Company will endeavour to ensure that effective Health and Safety management is an integral part of its everyday business and the effective corporate governance of its activities.

D W Muir
GROUP CHIEF EXECUTIVE

DATE: 14TH May 2007