



## **HEALTH AND SAFETY POLICY STATEMENT OF INTENT**

John Kay recognises that it has, so far as is reasonably practicable, a responsibility to ensure the Health, Safety and Welfare of its employees and that of persons affected by the Company's activities.

The Company is committed to achieving excellence through continual improvement and minimising the risk of injury or ill health to any individual.

The responsibility for the Management of Health and Safety rests with all Directors and Managers within the Company and high levels of Health and Safety are deemed to be of equal importance with quality, production and commercial targets.

The Directors and Managers of the Company shall ensure that suitable and sufficient resources are provided to enable compliance with Company Policy and current legislation, best practice, Approved Codes of Practice and all other legal requirements.

It is also recognised that each and every employee has the responsibility, so far as is reasonably practicable, to ensure the Health, Safety and Welfare of themselves and any other person who may be affected by their acts or omissions. It is therefore expected that the behaviour of all employees is in accordance with these company policies and procedures also that all employees co-operate with the Company in the carrying out of its duty of care.

Every attempt will be made to bring to the attention of all employees, at every level, the individuals degree of responsibility for carrying out the Company's Health and Safety Policy and that this responsibility is accepted by each employee.

The system for this is detailed within the Company Health and Safety Manual, intended to assist in the compliance with company policies and procedures. This is regularly reviewed and communicated to all interested or affected personnel, including where applicable clients, sub-contractors and members of the public.

Through consultation, communication, training and engagement with individuals at all levels of our business, a proactive approach to the management of Health, Safety and Welfare is achieved.

Signed:

A handwritten signature in blue ink, appearing to read 'M. C. Gibson', with a horizontal line underneath.

M. C. Gibson, Director

Date: 1<sup>st</sup> January 2012