

We take health and safety seriously and strive to provide a workplace at all of our sites where all employees feel safe and protected from harm. Our policies regarding workplace health and safety are implemented throughout the group, with each operating company responsible for compliance with local legislation and regulations and ensuring that the highest standards of health and safety are achieved by its employees and by sub-contractors and suppliers.

Policy

- > To ensure that everything that is reasonably practicable is done to prevent personal injury and to maintain a safe working environment.
- > To provide and maintain plant and equipment, all service installations, systems of work, a workplace and a working environment which are safe and without risk to health.
- > To ensure that the involvement of all employees is promoted by demonstrating clear senior management commitment, staff consultation, provision of awareness and training programmes and ensuring the necessary safety devices are in place.
- > To ensure that sub-contractors and suppliers utilise sound health and safety practices.
- > To check the effectiveness of such measures on a regular basis.

Reporting

Audits of health and safety policies and procedures are undertaken at all major locations by external assessors acting on behalf of the group's insurers on an annual basis and recommendations are made for improving practices where appropriate.

continued over



Any serious health and safety incidents are required to be reported by the Managing Director of the business in an accident report to the company secretary, who reports on such issues to the Board. All accidents are thoroughly investigated and appropriate corrective and preventative actions put in place. No work-related serious injuries or deaths have been reported in the last ten years. Nevertheless, in 2010 we established a formal reporting system which enables us to monitor and measure work-related accidents or ill-health resulting in lost time in excess of 3 days, which in the UK are reportable to the Health and Safety Executive (HSE) under the RIDDOR regulations. The resulting data is shown below expressed as a Key Performance Indicator, as recognised by the HSE, and records the health and safety situation throughout the group.

Key Performance Indicator

2010 Accident Incident Rate (AIR)

Reportable accidents* per 1,000 employees



* Work-related accidents/ill health resulting in lost time in excess of three days

We will work with our operating companies to reduce the AIR to the lowest possible level. Within the above figure, significant work-related incidents resulting in lost time in excess of 20 working days included two stress-related cases, two cases of repetitive strain injury and several cases involving injuries to limbs sustained as a result of falls in the workplace.