

HEALTH & SAFETY POLICY STATEMENT OF Ergonomic Solutions International Limited and Subsidiary Companies

GENERAL STATEMENT

Ergonomic Solutions (ES) takes all reasonable steps to ensure the Health & Safety (H&S) at work of all on site and to take all necessary steps to implement such a policy. ES is committed to continuous improvement in the management of H&S.

ES also has a responsibility to ensure the H&S of others who may be affected by the work activity and reasonable steps will be taken by all concerned to ensure that this duty is observed. All staff also have a duty to co-operate with ES to ensure that this policy is effective, and to offer all necessary assistance to ensure the H&S at work of all on site.

The attention of all staff is drawn to the safety rules and procedures in the implementation of the H&S policy. ES will endeavour to consult with staff periodically to ascertain what measures should be taken to increase awareness of H&S and to ensure that all necessary measures are taken to make this policy effective, however, it is important that staff inform the management of any H&S issues that they feel should be addressed.

ES will take such measures as may be necessary to ensure proper training, supervision and instructions of all staff in matters pertaining to their H&S and to provide any necessary information.

A copy of this general statement will be available on Ergonet. It will be revised, added to or modified as necessary and will be supplemented where appropriate by local Safety Rules, Codes of Practice or guidance notes, changes will be brought to the attention of all persons whom need to know.

ES will:

- Comply with all legislative standards as a minimum H&S standard.
- Pursue high standards of H&S as an integral part of the efficient management of the business ensuring that all business decisions take proper account of H&S implications
- Develop procedures that provide for:
 - The use of plant, equipment and systems of work that reasonably minimise the risks to H&S.
 - Suitable arrangements for the selection, use, handling, storage and transport of articles and substances at work.
 - Adequate information, instruction, training and supervision to enable work to be carried out safely by competent people and with minimal risk to persons affected by our operations.
 - Safe premises and workplaces, including access to and egress from them.

- A safe and healthy working environment with adequate welfare facilities.
 - Consultation with and support for suppliers to enable them to contribute to improvements in our overall H&S performance.
- Develop and review clear H&S performance indicators.

INDIVIDUAL RESPONSIBILITIES IN HEALTH & SAFETY MATTERS

The Directors:

- Provide positive leadership on H&S issues for ES.
- Ensure that business decisions take proper account of H&S policy commitments.
- Ensure the implementation of appropriate H&S management systems.
- Provide the organisation and resources necessary for the implementation of ES's H&S policy.
- Appoint a Head of Health & Safety to advise the Executive Board and ensure ES has the correct procedures and accreditations in place to comply with its' legal duties.
- Review H&S performance at Executive Board meetings by receiving and considering H&S reports from divisions of the business for which responsibility is held and take appropriate improvement action
- Monitor members of the management team to ensure they comply with their individual responsibilities in H&S matters.
- Consult with the Head of Health & Safety on decisions affecting H&S management in ES.
- Report regularly to the Chairman of ES and the Executive Board on H&S matters.
- Ensure that arrangements are in place to make personnel aware of their own individual responsibilities under the H&S policy and those of any personnel under their control.
- Ensure that a clear disciplinary process has been defined and is applied when appropriate to address breaches of the H&S policies and H&S management systems.
- Promote an enthusiastic H&S culture that delivers a positive commitment to engage all Employees in the continuous improvement of H&S performance across ES businesses.