

STATEMENT OF HEALTH AND SAFETY POLICY

I confirm the commitment of Plowman Craven Limited to a management framework which pursues continual and progressive improvement in Health and Safety performance and incorporates, so far as is reasonably practicable, the provisions of the *Health and Safety at Work etc. Act 1974* and all other relevant Health and Safety legislation.

Therefore, Plowman Craven Limited will ensure, so far as is reasonably practicable, that the following requirements are established:

- Safe plant and systems of work.
- Safe methods for the use, handling, storage and transport of articles and substances.
- Adequate information, instruction, training and supervision to ensure competence.
- A safe and well-maintained workplace, including safe access to and egress from it.
- A safe and healthy working environment with adequate welfare facilities.

The Company considers its Health and Safety objectives to be equally as important as its other business objectives and as a result we are committed to the principle that the effective management of Health and Safety makes a significant contribution to our overall business performance by reducing injuries, ill health and other losses.

The Company appreciates that the management of Health and Safety cannot be effective unless it actively involves and gains co-operation and commitment from all employees. Communication and consultation with employees on Health and Safety issues is seen as a vital part of this process, therefore provision has been made for the active consultation with employees on all health, safety and welfare issues.

The management of Health and Safety is seen by Plowman Craven Limited as an essential part of the role of the Company's management team, as it deals with the Company's most important and valuable asset, its employees. The Company recognises that accidents are not necessarily the fault of an individual employee and could be the result of insufficient management control.

It therefore places a responsibility on the management team to ensure the health, safety and welfare of all employees who are in their charge. This responsibility includes a general 'duty of care' to all other persons who may be affected during the Company's undertakings.

The Company will so far as is reasonably practicable, ensure that adequate resources (e.g. people, time, money and facilities) are made available to enable all employees to meet the requirements of the Policy.

Plowman Craven Limited will ensure the continuous monitoring and the regular review of the Company's Health and Safety Policy to ensure its objectives are met. To this aim the Company will ensure that the Policy is revised at least annually.

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| Name: | Andrew Molloy |
| Position: | Director with Responsibility for Health and Safety |
| Signed: |  |
| Date: | 16th January 2018 |