



HEALTH & SAFETY POLICY STATEMENT

The Company is committed to conducting its operations in a manner that will provide its employees with a safe and healthy working environment. This implies a corresponding duty of ensuring that the necessary organisation, equipment and training are provided to fulfil this obligation. An effective health and safety policy requires the full collaboration and co-operation of all employees. Everybody is asked to read this policy and accept a degree of personal responsibility for health and safety at work.

It is the responsibility of management:

- to ensure the safest systems of work and a safe, healthy working environment
- by working with employees, to enlist active participation, interest and support of employees in promoting good standards.

It is the responsibility of employees:

- to take all reasonable care for the health and safety of him/herself and of fellow employees and to report any hazard which cannot be controlled personally
- to co-operate with the organisation by observing safety rules and complying with any measures designed to ensure a safe and healthy working environment.

Employees are given access to a copy of the company Health & Safety manual at the start of their employment and the manual is discussed during induction. All accidents or incidents should be recorded on a form, copies of which can be obtained for this purpose from HR or Water & Environment. Overall responsibility for Health & Safety is with the Chairman, supported by HR and Water & Environment. However all managers and employees are expected to support this policy wholeheartedly.

For site-based work, health and safety is the responsibility of the Water & Environment Director and the field staff. Field employees are responsible for co-operating fully with the health and safety procedures identified for any project. All employees working in Water & Environment will be given a copy of the procedure prior to working on site.

Risk assessment is central to all health and safety obligations owed by employers to their workers and the public. Risk assessment involves identifying the risks to health and safety of work activities. This includes looking for hazards, evaluating risks and deciding whether existing precautions are adequate or more should be done. Findings are recorded. Risk assessment will be conducted, reviewed and revised where necessary.