

General Statement of Health & Safety Policy

It is the policy of Holt Brothers (Halifax) Ltd (the company)

- To comply with the spirit and terms of the Health and Safety at Work Act 1974 and subsequent legislation.
- At all times to provide and maintain a healthy and safe working environment for all employees, contractors, visitors and neighbours.
- The company's health and safety objective is to continually reduce the number of instances of occupational accidents, near misses or illnesses.
- To continually improve all aspects of safety and occupational health and strive for an accident and incident free environment.

The company's health and safety strategy is

- To eliminate risks wherever possible
- Evaluate the risks that cannot be avoided
- To consult with employees and have a coherent incident prevention policy
- To combat risks at source through changes in process design/methods/working practices/systems/controls/plant and machinery and other appropriate methods
- To adapt the work to the individual
- To replace the dangerous with the non-dangerous or less dangerous
- To adopt and adapt technical progress to the benefit of all stakeholders
- Monitor and continually improve working practices
- To provide collective protective measures whenever possible
- To provide appropriate instruction, training, resources and controls to all staff, visitors and contractors

The company will do all that is within its powers to ensure the health and safety of its employees and the company will provide every employee with the training and equipment necessary to carry out their tasks safely.

It is recognised that health and safety at work is the responsibility of each and every individual associated with the company. It is the duty of each employee to take reasonable care of their own and other people's welfare and to report any situation which may pose a threat to the well being of their or any other person. Employees who are unsure or believe it dangerous to perform a particular task will stop and report this immediately to their supervisor or health and safety officer.

An effective health and safety programme requires continuous communication between workers at all levels. All injuries, however small, sustained by a person at work will be reported to the Health and Safety Officer or a delegated representative. Accident records are crucial to the effective monitoring and improvement of the policy and practice and must therefore be accurate and comprehensive. The company's health and safety policy will be continually monitored and updated, particularly when changes in the scale and nature of our operations occur. The policy will be reviewed every 12 months.

A handwritten signature in blue ink, appearing to read "P. Hatcher", with a long, sweeping flourish extending to the right.

Signed ..

Managing Director Date 12/12/14