

## Statement of Policy on Health, Safety and Welfare

The Directors of Frimstone Ltd and AEC Ltd recognise their responsibility for managing health and safety within the companies' activities, and believe that all injuries and accidents at work are preventable.

Complying with this policy and working safely is a condition of employment for all employees and contractors in order to create a working environment that is free from accidents and injuries. The companies will work to improve their health and safety performance continually, as an essential part of improving company-wide systems and performance.

Every employee is responsible for his or her own safety, the safety of all employees reporting to him or her, and for the safety of all persons on site.

The Directors of Frimstone and AEC are committed to the consistent implementation and achievement of the following Policy on Health, Safety and Welfare at all of their sites and in all operations. They will:

- Plan policy implementation;
- Monitor, measure and review performance, correct deficiencies and ensure improvements;
- Be prepared to take action against any individual or contractor who contravenes the Company's safety rules and standards;
- Ensure through appropriate recruitment, training, information, supervision and instruction, that all employees are competent to undertake their duties without risk of injury and ill health to themselves or to others;
- Seek to eliminate high risk behaviour;
- Provide and maintain safe plant and equipment;
- Ensure that hazards are identified, and risks are assessed and eliminated where practicable;
- Provide adequate resources to meet the objectives of this policy.

The Managing Director is responsible for the review and overall effectiveness of this policy. The Health & Safety Manager, operating through department heads, is responsible for ensuring this policy is put into practice.

As safety and health are Line Management responsibilities, the Directors require that all managers:

- Comply, as a minimum level of performance, with all health and safety legislation and codes of practice relevant to the business activity;
- Comply with industry best practice whenever practicable;
- Assess in advance the health and safety risk implications of any new plant, process, procedures, substances and equipment in order to implement safe systems of work;
- Do not allow any employee or contractor to undertake a task unless it has been assessed and the risks are suitably controlled.

To demonstrate the Company's commitment to our health and safety performance, the Directors will ensure that it is discussed in depth at each Board meeting, and will review this policy and its implementation at least annually.

This policy will be communicated to all employees, and will be displayed at the entrance to Frimstone and AEC workplace buildings.



Gary Bell  
Managing Director

Revision to document

10/02/11	Tina Allard	Logo change to reflect new ownership of companies
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