

Health and Safety Policy Statement

1. Sandtoft Roof Tiles Limited (herein referred to as Sandtoft) recognises and accepts its statutory duties under the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999 and concomitant health and safety legislation (herein referred to "H&S Legislation"), both as an employer and as a company. It is the policy of Sandtoft to take reasonably practicable precautions for the prevention of accidents and dangerous occurrences and for the creation of working conditions which safeguard employees. The management of health and safety is imperative for Sandtoft's success and the company therefore expects all employees to treat health and safety matters with paramount importance. Health and safety should always rank equally with other business priorities.

2. In furtherance of (1), Sandtoft endeavours to take suitable steps to comply with its duties towards its employees under H&S Legislation and more particularly, so far as is reasonably practicable, to:

(a) provide and maintain a safe place of work, a safe system of work, safe work equipment and a safe and healthy working environment;

(b) provide such information, instruction and supervision as may be necessary to ensure the health and safety at work of its employees;

(c) ensure safety and minimise health risks in connection with the use, handling, storage and transport of articles and substances;

(d) make suitable and sufficient assessments of the health and safety risks to employees at work;

(e) take appropriate preventative/protective measures as necessary to reduce risk to health and safety;

(f) provide employees with health surveillance where a risk assessment shows this to be necessary;

(g) appoint competent personnel and provide adequate resources in order to secure compliance with statutory duties and implementation of this policy;

(h) establish an effective health and safety culture whereby all employees are aware of and embrace their responsibilities under this policy;

(i) consult employees or their elected representatives on matters which may affect their health and safety at work. Enable employees or their elected representatives to cooperate effectively in promoting and developing measures to ensure the health and safety at work of the employees, and in checking the effectiveness of such measures.

3. In recognition of its duties under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR), Sandtoft has instituted a system for reporting accidents, diseases and dangerous occurrences to the Health and Safety Executive, and this is in addition to its statutory duty to keep an Accident Book (or equivalent) available for inspection by a HSE inspector.

4. In further recognition of its statutory and common law duties, Sandtoft has taken out insurance, with an approved insurer, against liability for death, injury and/or disease suffered by any of its employees and arising out of and in the course of employment, provided only that it was caused by the negligence and/or breach of statutory duty on the part of the Company; such certificate of insurance being prominently displayed so as to be available for inspection at all reasonable times by employees and a HSE inspector. In instances where death, injury and/or disease are suffered by any person as a result of their negligence the Company shall actively resist any attempt to seek damages.

5. All employees of Sandtoft agree, as a term of their contract of employment, to comply with their individual duties under sections 7 and 8 of the Health and Safety at Work etc. Act 1974, regulation 14 of the Management of Health and Safety at Work Regulations 1999 and generally co-operate with their employer so as to enable the employer to carry out his health and safety duties towards them. Failure on the part of the employee to comply with health and safety duties, regulations, works rules and procedures, may lead to dismissal from employment.

6. In recognition of its duties under section 6 of the Health and Safety at Work etc. Act 1974 towards its customers, Sandtoft endeavours to supply products that, so far as is reasonably practicable, are safe for normal use and free from foreseeable health and safety risks to customers. To that end Sandtoft will provide customers, on an on-going basis, with such official and trade information, relating to new and existing health and safety risks that may, or have, come to its attention in the normal course of trade, and which can reasonably be obtained from the HSE, British Standards Institution and within the European Union.

7. In recognition of its duties towards the general public, contractors and lawful visitors to Sandtoft's premises, the company will, so far as is reasonably practicable, minimise the risks to their health and safety. Where visitors or contractors are under a statutory duty to wear personal protective clothing, or otherwise to take reasonable precautions for their own health and safety, their failure to do so will be regarded as a breach of company policy, entitling Sandtoft to take such measures as it considers appropriate, including asking the visitor or contractor to leave the premises.

8. This Policy statement has been prepared in furtherance of section 2(3) of the Health and Safety at Work etc. Act 1974. Employees' duties are detailed on the "Health and Safety Law" posters which are displayed at all Sandtoft sites. This policy will be reviewed whenever changes to legislation or the company's activities render this appropriate, after a significant occurrence such as major injury and in any case no less than annually.

Accepted on behalf on Sandtoft Roof Tiles Limited

Simon Oldridge
Managing Director

7th July 2009