

## Health & Safety Policy

Blackbourne Integrated M&E will comply with all of its legal duties in respect of providing safe and healthy working conditions for all employees and will take positive action to ensure that others who may be affected by our activities are also protected e.g. contractors and visitors.

The company will co-operate with all those with an interest in Health, Safety and Welfare including the enforcing authorities and other interested parties.

The company will provide adequate financial support for the full implementation of the policy.

The company will ensure that all persons are competent to carry out the duties asked of them, and will provide all information, instruction, supervision and necessary training.

The company will ensure that all employees are consulted on matters of Health, Safety and Welfare and will encourage positive employee participation.

The company considers the Health, Safety and Welfare of its employees to be of prime importance to the company, essential to the operation of its undertaking and a management responsibility of equal importance to production and quality.

The company is committed to a proactive approach to accident prevention in order to achieve continual improvement in Health, Safety and Welfare performance. In light of this the company operates a health and management system in accordance with the requirements of OHSAS18001.

Everyone within the company has a role to play in achieving a safe and healthy working environment and employees will be made aware of their obligations and duties.

This policy will be kept up to date and will be amended to suit any changes in the size or nature of the company's activities. In support of this intent the policy will be reviewed at least annually.