



# HEALTH & SAFETY POLICY STATEMENT

It is the policy of Holroyd Howe Ltd, (hereafter Holroyd Howe) in partnership with our clients to promote and commit to ensuring we comply with our legal duties under the Health & Safety at Work etc. Act 1974 and all applicable legislation, to ensure, so far as is reasonably practicable, the health, safety and welfare of our employees, clients and others directly affected by relevant activities under our control.

It is the aim of Holroyd Howe, so far as is reasonably practicable to:

- Reduce any health & safety risks associated with the conduct of our business;
- Prevent accidents and work-related ill health, to our employees and visitors; and
- Develop a health & safety culture through engagement with our employees and developing awareness and ownership of their personal responsibilities.

To achieve these aims and to demonstrate year on year improvement in our management of health & safety, Holroyd Howe will implement a documented Health & Safety Management System (HSMS). The effectiveness of the system will be measured by leading and lagging safety performance indicators, which will be reviewed on a regular basis by the Sub Board H&S Committee and Holroyd Howe Board, who set objectives for the management system.

This statement represents our general commitment to provide a safe working environment and details our specific policies and practices for health & safety. This statement and the details of our working arrangements and responsibilities are accessible to all our employees via the Vine (company intranet) and to other interested parties on request.

We aim to achieve this by adopting the following principles:

- The continuous development of a "safety culture" throughout the organisation by increasing employee awareness through initiatives, the publication of information, the provision of training courses, by encouraging safety discussions from location to boardroom level.
- Comprehensive accident reporting procedures.
- The implementation of Standard Operating Procedures (SOP's) and risk assessments that detail standards of safe working procedures.
- The assessment of safe working procedures and practices by regular inspection programmes, both internal and external.
- Incident investigation and monitoring of safety performance trends.
- Continued assessment of the Company's safety performance and an annual review.
- To comply with all legal requirements and where practicable, Industry guidance. To co-operate fully with Regulators in order to ensure that Holroyd Howe's health, safety and welfare standards meet their requirements.

This policy is approved by the Directors of Holroyd Howe.

Signed:

Ronan Harte  
Chief Executive

