



## **Health and Safety Policy**

Company Safety Policy - Statement

April 2007

It is the policy of Hedley Solutions Ltd to develop and maintain a health and safety culture throughout the Company. This policy and culture is committed to the prevention of injuries and ill health of all our employees, sub-contractors and others who may be affected by our work activities, it is also in place to prevent any damage or loss to property, plant and equipment. This can be achieved and maintained by involving all employees in systematically identifying workplace hazards, making adequate assessments and taking appropriate steps to control associated risks.

People are our key resource and we believe that excellent health and safety standards will contribute towards their ongoing development and lead to excellent business performance. Accordingly the company supports quality initiatives aimed at continuous improvement of our management systems in which everyone regards health and safety objectives as an integral part of our overall business goals.

The Company recognises its legal responsibility for health and safety standards. Accordingly the Chairman has overall responsibility for policy formulation, development, implementation and monitoring. The Company considers that health and safety legislation provides only the minimum standard and will seek to continually improve upon these legal requirements.

We will establish and maintain an organisational structure with clearly defined responsibilities for individuals in the effective control of health and safety and will actively promote employee participation in the establishment and observance of measures and procedures to improve their health and safety at work.

We will ensure that all employees are informed about the policy and arrangements for carrying it out. We will consult with them on its implementation, further development and their own individual health and safety responsibilities. All employees will be provided with appropriate training so that they can fulfil the health and safety responsibilities allocated to them. The principal operational responsibility for health and safety and for implementing this policy ultimately lies with all levels of management. A competent safety adviser with a specific health and safety role will be appointed to provide independent and authoritative advice to management.

We will continually monitor and measure health and safety performance to ensure that standards are being met and management controls are working. An annual review of the Company's policy and performance will be carried out and a report issued. Changes to the policy will be implemented as a result of deficiencies highlighted by the review, by new legislation or by business developments.

The success of this policy is at the forefront of the Companies business goals.

ALAN TUOHY - CHAIRMAN  
HEDLEY SOLUTIONS LTD