

Section A - Health and Safety Policy

1. HEALTH AND SAFETY AT WORK ACT 1974

Section 2(1) HASAWA

“It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all of his employees.”

The Health and Safety at Work Act 1974 (HASWA), places various legal duties upon employers and their employees, Henderson Campbell has a duty to ensure, as far as is reasonably practicable, the health, safety and welfare of all of its employees is taken into consideration, when working on or away from the company premises.

This includes the provision of safe, systems and places of work, protective equipment, information, instruction, and training.

In accordance with its policy, the Company has prepared a safety management system for the guidance of its employees. The co-operation of all employees and others involved is essential to the efficient and safe operation of the Company and to comply with the relevant legislation.

Henderson Campbell will provide all employees that are required to attend any client's sites and premises as part of their employment with the appropriate safety equipment necessary and will ensure, as far as is reasonably practicable, safe systems and methods of working, are adhered to by any workers under their control. In conjunction with this, due note will be made and precautions taken to safeguard third parties, including the general public, who may be affected by the Company personnel while carrying out their activities on construction projects.

The Health and Safety at Work Act 1974 requires that, the employees of Henderson Campbell comply with the following:-

1. To take reasonable care both of themselves and other persons who may be affected by their acts or omissions at work.
2. To wear and look after all necessary protective clothing and equipment.
3. To report all accidents, incidents, unsafe conditions or acts to their manager.
4. To co-operate with their management on all matters of health and safety.
5. Not to interfere with or misuse any equipment provided to alleviate risks to health and safety.
6. To conform to all statutory regulations, codes of practice and comply rules related to safety.

These rules do not replace any existing legislation or codes of practice related to construction, but endeavour to cover the basic requirements with which Henderson Campbell and all its employees will comply.

General Statement of Policy

Henderson Campbell regard the promotion of Health, Safety, Welfare and Environmental measures as a mutual objective of the Company, its employees at all levels and any other persons not within the Company employment. The prime responsibility for safe operation and place of work rests clearly upon all levels of management. This policy is the direct concern of Henderson Campbell's Senior Management and the Safety Adviser's, as appointed, are accountable to the Company Directors for its overall implementation. The formal responsibilities and accountabilities of management and individual employees are detailed in the management structure section of this Health and Safety Policy.

Henderson Campbell is fully committed to giving the highest priority to safeguarding the health and safety of employees, and all who may be associated with its activities. The Company believes that the prevention of accidents and loss or damage to property is an integral part of its management operations.

Every effort will be made including the allocation of adequate resources to ensure compliance with statutory obligations, (including the relevant approved codes of practice and guidance notes) in order to provide a healthy and safe environment for employees and others who may be affected by company operations.

Henderson Campbell will ensure, so far as is reasonably practicable, safe places and systems of work, the provision of safe plant and machinery, the safe handling of materials and the provision of adequate safety equipment. It will also ensure that adequate information, instruction, training and supervision are given to employees to enable them to perform their duties safely.

Consultation on health and safety matters takes place at all levels. The policy will be brought to the attention of all employees and made available for inspection on all sites and premises controlled by Henderson Campbell. All employees are expected to assist the safety function within the terms of their Contracts of Employment and in accordance with Regulations. The Company will promote and encourage all employees to be aware of their own responsibilities for health and safety, both for themselves and others that may be affected.

Henderson Campbell will comply with the provisions within the Environmental Protection Act 1990 and will actively promote companywide practices and activities aimed at preserving the general environment during the course of its day to day working and the actions of its employees.

The policy will be kept up to date, particularly as the business changes its nature and size, to ensure this, the policy and the way in which it is operated will be reviewed every year.

Mr A W Henderson shall implement this policy and monitor its compliance. The Company Management will carry out site visits on a regular basis.



Mr A W Henderson
Managing Director
25th September 2008