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## **1.1 HEALTH AND SAFETY POLICY**

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### **1.0 PURPOSE**

To ensure, so far as is reasonably practicable, the health, safety and welfare of our Employees while they are at work and of others who may be affected by their undertakings, and to comply with all the relevant legislation.

### **2.0 SCOPE**

To ensure the principles of health and safety are clearly understood throughout Regenthill Ltd, we will be committed to:

- ensuring that there are arrangements put into place for the effective planning, development and review of this health and safety policy;
- ensuring that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the Company;
- protecting the safety and health of all Employees within the Company by preventing work-related injuries, ill health, disease and incidents;
- complying with relevant health and safety laws and regulations, voluntary programmes, collective agreements on health and safety and other requirements to which the Company subscribes;
- ensuring that Employees and their representatives are consulted and encouraged to participate actively in all elements of the Health and Safety Management System;
- continually improving the performance of the Health and Safety Management System;
- provide the necessary information, instruction and training to Employees and others, including temporary Employees to ensure their competence with respect to health and safety;
- devote the necessary resources in the form of finance, equipment, personnel and time to ensure the health and safety of Employees. Expert help will be sought where the necessary skills are not available within the Company;
- liaise and work with all necessary persons to ensure health and safety, and will also ensure that adequate arrangements are also in place for ensuring the health and safety of visitors.

### 3.0 ROLES & RESPONSIBILITIES

The ultimate responsibility for Health and Safety within Regenthill Ltd lies with the Managing Director.

- The Managing Director will annually review the Health & Safety policy for continued suitability.
- The Managing Director will review, sign and date the Health and Safety Statement annually, and bring it to the attention of all Employees.
- The Manager will countersign the Health and Safety Statement and display it in a suitable and prominent location, within each of the Company premises.
- The Manager will carry out an annual internal review of this policy and bring to the attention of the Managing Director any improvements, which have been identified.

We recognise that safety is the responsibility of everyone and is not just a function of management. Employees will have specific duties and responsibilities to comply with the letter and spirit of the policy. Employees have specific responsibilities to take reasonable care of themselves and others that could be affected by their activities and to co-operate to achieve the standards required.

### 4.0 PROCEDURE

The Company will in consultation with our Employees and their representatives set out in writing a commitment to ensuring that our Health and Safety policy will be;

- specific to the Company and appropriate to the nature of our activities;
- concise, clearly written, dated and made effective by the signature of the Managing Director;
- communicated and readily accessible to all persons at their place of work;
- reviewed for continuing suitability; and
- made available to relevant external interested parties, as appropriate.

Signature:..... Date:.....  
Managing Director

Signature:..... Date:.....  
Manager

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# HEALTH & SAFETY POLICY STATEMENT

## 1 GENERAL STATEMENT

The Health and Safety of all our employees, visitors and clients who are, or who may be affected by our operations is of paramount importance to us.

Senior Management has reviewed Health, Safety, and Environmental Legislation when considering our responsibilities and setting our Health and Safety Policy objectives.

## 2 COMPANY RESPONSIBILITIES

We will ensure, so far as is reasonably practicable, the health, safety and welfare at work of all employees. We will manage our business in such a way, and so far as is reasonably practicable, that the safety and welfare of persons not employed by us are not exposed to risks.

This policy document explains in broad terms, what must be done by everyone within Regenthill Ltd to achieve these objectives. The aim is to provide a sound basis for co-operation between management and employees and is intended to encourage continuous improvement of our Health, Safety and Environmental performance.

## 3 OBJECTIVES AND COMMITMENT

### 3.1 Our objectives are to:

- \* Risk reduction, prevention of injury and loss due to damage.
- \* Identify health and safety hazards and manage those hazards so that the risks are effectively controlled.
- \* Work to safety standards which satisfy our statutory requirements and reflect good industry working practices.
- \* Review and develop these standards continuously. Revise them accordingly when changes in legislation, industry practice or technology occur.

### 3.2 We are committed to consult with employees on health, safety and welfare issues by:

- \* Ensuring that our employees are trained to understand and carry out their responsibilities. This will involve, but will not be limited to, selection, training, re-training and continuous assessment of employee performance.
- \* Continually monitoring this policy by auditing and reviewing its effectiveness in the workplace.

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#### 4 LEGAL OBLIGATIONS

We recognise the legal obligations placed on us by the Health & Safety at Work etc. Act 1974 and other Statutory Legislation as may be applicable to our undertaking.

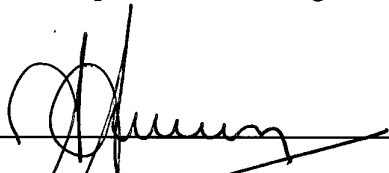
Our Health and Safety documentation and records will be made freely accessible to employees, visitors and clients who may be affected by our operations.

Employees will be made aware of this facility and are obliged to familiarise themselves with the contents of this Manual as it contains essential information for their health, safety and welfare. Should any employee have any questions on any health and safety related matter they must raise it with their immediate supervisor.

#### 5 HEALTH & SAFETY ADVISORY SERVICE

In order to assist us in our undertaking, we have appointed **Mentor** Health & Safety Services to provide competent advice and guidance, which we will duly adhere to.

Signed:



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Date:

May 2004

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Name:

Anthony Sweeney

Position:

Managing Director