



## Health & Safety Policy General Statement

It is the policy of Ian Firth Hardware Limited ("the Company") to comply with the terms of the Health and Safety at Work etc. Act 1974 and all related and subsequent legislation in order to provide and maintain a healthy and safe working environment. The Company's health and safety objective is to minimise the number of instances of occupational accidents and illnesses and ultimately to achieve an accident-free workplace.

Health and Safety is a management responsibility which ranks equally with responsibilities for sales, production, costs and similar matters.

All employees will be provided with such equipment, information, training and supervision as is necessary to implement the policy and achieve the objective.

The Company recognises and accepts its duty to protect the health and safety of all visitors to the Company, including contractors and temporary workers, as well as any other person who might be affected by its operation.

All employees must recognise that they have a personal duty to take reasonable care of their own and other people's welfare and to report any situation which may pose a threat to the well being of any other person.

An effective health and safety programme requires continuous communication between employees at all levels. It is therefore every employee's responsibility to report immediately any situation which could jeopardise the well being of themselves or any other person. To assist and improve communication a Health and Safety Committee comprising representatives from all the Company's departments has been established and holds regular meetings to discuss, monitor and improve health and safety performance.

The Organisation and Arrangements for carrying out the Company's Health and Safety policy are detailed in the accompanying documents.

Lee Beardsmore is the Director with overall responsibility to the Board of Directors for the implementation and management of the Company's Health and Safety policy.

A handwritten signature in black ink, appearing to read 'Ian Firth', followed by a horizontal line extending to the right.

Ian Firth  
Chairman

5 May 2016