

# Health & Safety Policy

## Chairman's Statement of Intent

### Policy Statement

The Bowmer and Kirkland Group of Companies has the highest regard for the well being of all persons involved in its activities and others who may be incidental to them.

All efforts will be made and appropriate resource will be made available to maintain as far as reasonably practicable, a safe and healthy environment at every location under the Group's control.

It is the Group's view that all accidents can be prevented by adherence to these policies and procedures and by taking a positive and proactive approach towards Health and Safety.

The Group expects and requires all levels of management and supervision to actively initiate and pursue ways and means of making the working environment as safe and healthy as possible. It is the responsibility of ALL employees to comply with their legal, moral and company safety duties.

It is the policy of the Group that at each working location the senior manager on site is responsible for implementing the Group Health and Safety Policy.

The Group's organisational arrangements and procedures are so structured as to discharge the responsibilities of duty holders under the requirements of the Construction (Design and Management) Regulations 2007, wherever these duties apply.

It is the policy of the Group that all persons working on or visiting any site must wear safety helmet, safety footwear, gloves and other appropriate personal protective equipment and clothing.

The Director responsible for Health and Safety co-ordination within the Group is Mr Robert Kirkland, who will require details of all Regional and Company Directors' reviews and their company performances regarding health and safety on a regular basis. He will also institute regular Safety Committee meetings to overview the Group's safety and welfare issues.

Robert Kirkland will also ensure that the Group Health and Safety Policy is reviewed on an annual basis; he will be supported in monitoring the implementation of this policy by the Group Health and Safety Manager and his team.



**John Kirkland OBE**  
**Group Chairman**  
**July 2008**