

## Health and Safety Policy Statement

**John Lawrie (Aberdeen) Ltd - Health and Safety at Work Act 1974**

The Group recognizes that compliance with health and safety legislation is not only corporate duty, but also the personal responsibility of all its officers and employees.

The Group aim will be to employ legislative standards as a minimum benchmark on which to base achievement targets for the application of health and safety management principles, through which the Group can achieve the ultimate target zero loss. To this end, the Chief Executive, Directors and Management will ensure sufficient resources, in both finance and time, are allotted to support this goal.

The practical Safety Management System will be subject to continuous review and development by all levels within the Group, as it is only by co-operation and communication that meaningful progress may be achieved.

Through these applied principals, the Group will ensure the health and safety of all employees and others affected by Group operations, as well as encouraging similar objectives in those supplying goods and services to the Group. The practice will be extended to the design and production of the goods and services provided by others, such that our products and services are safe for others and has a minimum impact on the environment.

The Group will provide suitable and sufficient information, instruction and training, to ensure that employees are safe and healthy at their place of work and that there are no adverse effects on health and safety of others due to Group undertakings or the correct use of products and services provided by the Group.

Divisional management will prepare and review a Health and Safety Manual relating to the specific operations of each division. Management and others should make a reference to this for information on the principles and practice of the conduct of operations.

Signed: 

Position: Chief Executive

Date: 10th February 2009

