



Company Policy for Health, Safety and Welfare

It is the primary objective of Knowles & Son that a high standard of safety will be achieved and maintained by pursuing a proactive attitude towards health and safety throughout the organisation.

Knowles & Son are committed to ensuring the highest standard of health & safety and recognises that achieving high standards of health and safety and continual improvement is an integral part of business performance. Adequate resources shall be allocated to achieve this aim.

The Board of Directors, Divisional Managers, Contract Managers through to Site Managers and operatives have a responsibility for the achievement of health and safety standards and must ensure that health and safety is given priority in planning day-to-day activities.

Risks to the health and safety of all employees, members of the public and all others affected by work processes and operations shall be assessed and safe systems of work devised.

All provisions of the Health and Safety at Work Act and other relevant Acts of Parliament shall be complied with as a minimum standard, together with all relevant health and safety regulations.

The health and safety procedures will be assessed annually by the Contractors Health and Safety Assessment Scheme (CHAS) and the health and safety committee of the organisation to ensure they continue to be relevant, to provide a measure of health and safety performance and to health and safety development.

All Employees and Contractors are expected to co-operate with the Company in achieving these objectives and must ensure that their own work, so far as is reasonably practicable, is carried out without risk to themselves or others who may be affected by their acts or omissions.

This Policy shall be formally reviewed and re-issued annually.

Managing Director

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke, positioned over the text 'Managing Director'.

Date: 9 March 2009