

## HEALTH, SAFETY & ENVIRONMENTAL

### POLICY STATEMENT

The Management Team of URM is firmly committed to promoting and achieving high standards of Health, Safety and Environmental management on all of their sites, premises, and in all of their undertakings. They will ensure compliance with all relevant legislation and will go beyond the minimum legal Health and Safety standards and the prevention of pollution and protection of the Environment by working to create a culture which strives for best practice and continuous improvement at all levels within the URM group. The Management Team acknowledges their responsibility for Health and Safety and has devolved the implementation to the Executive Chairman, Production and Managers of each site or department and they will be supported by the Head of Compliance.

All Employees have a legal duty to co-operate in order to enable the company to comply with its legal duties on Health and Safety and Environmental issues.

- URM's objective is to plan, control and monitor activities in such a manner so as not to harm anyone, whether directly or indirectly employed, visitors or members of the public or harm the Environment.
- Adequate resources will be made available for the planning, provision and maintenance of safe working conditions and a safe system of work.
- Managers and supervisory staff who are given specific duties for controlling work, preparing risk assessments and safety procedures etc, will be given appropriate advice and training to successfully undertake these tasks.
- Health, Safety and Environment are regarded as responsibilities of equal importance to matters such as production and quality for all line managers when planning, preparing and undertaking work. The correction of any breach of statutory provision on health and safety will take priority. Should appropriate action not be taken to meet the required standards, this will be taken seriously and may lead to disciplinary action with the organisation, team or individual concerned.
- Staff are encouraged to discuss Health, Safety, Environment and Welfare matters with their supervisors, managers, or the Head of Compliance, who will offer or obtain further expert advice, where necessary. In short, all staff are encouraged and expected to co-operate, contribute good ideas and improvements, report defects and short falls, and act responsibly. Participation, consultation are vital aspects of this Policy.
- This URM Policy Statement will be displayed prominently at all sites and workplaces and will be kept under review to ensure its continuing relevance.
- "Organisation for Safety Management"- individual responsibilities and "Arrangements for Health, Safety & Welfare"- risk control, are business specific documents which form part 2 and 3 of this Safety Policy. These are circulated within premises and are available for use and reference.
- The Management Team recognise and value the importance of an excellent safety and environmental record and positive safety culture and require all employees, sub-contractors, consultants, suppliers and visitors to play an active part in maintaining this performance by compliance with their legal obligations and this Policy.



Mark R Dixon, Executive Chairman