

## Health and Safety Policy Statement

### Health and Safety at Work etc. Act 1974

This document sets out the Policy of Pell Frischmann on health and safety. It is important that every employee is aware of his or her obligations under this Policy, and any queries should be addressed to the Chief Executive or the Health and Safety Director.

Our statement of general policy is:

- To provide and maintain safe and healthy working conditions, equipment, and systems of work for all our employees, and to provide such information, instruction, supervision and training, as they need for this purpose
- The Directors are committed to the prevention of injury and ill health for our employees and others affected by our work
- To ensure appropriate preventative and protective measures are implemented and maintained to reduce risks to an acceptable level for our employees and others affected by our work, and the environment following the identification of work related hazards and assessment of the risks related to them
- To be committed to fully consult our employees on all matters affecting their health and safety
- To acknowledge our responsibility for the health and safety of other persons who may be affected by our activities and the need to maintain an effective communication system between interested parties
- That evidence of professional safety management practice is and will remain a condition of our employment of third parties employed to assist with our operations
- To comply with all current applicable health and safety legislation and other relevant health and safety requirements that relate to our health and safety hazards
- The ultimate responsibility for health and safety is with the Board of Directors who ensure that adequate financial and physical resources are provided
- The Directors are committed to this Policy and all staff are required to comply as a condition of their employment. They are encouraged to assist in the Directors further commitment to the continual improvement in our health and safety management system and performance
- To ensure continual improvement in our health and safety performance, health and safety objectives are set by the Directors at Management Review
- This Policy will be reviewed periodically to ensure that it remains relevant and appropriate to the activities of the company. The arrangements and processes for implementing this Policy are controlled through the Company's Business Management System



**Sudhu Prabhu**  
Chief Executive  
20 February 2009



**Crawford Munro**  
Health and Safety Director  
20 February 2009