



Health and Safety Policy Statement

The Chief Executive of the Hills Group of Companies recognises that he has a moral and legal duty of care towards protecting the Health and Safety of his employees and others who may be affected by the Company's activities. In order to discharge his responsibilities the Chief Executive will so far as is reasonably practicable:-

1. Ensure that the Group's businesses operate in compliance with the Company's Health and Safety Policies and Procedures or UK health and safety legislation, whichever is the more stringent.
2. Provide such resources to the Group's Divisional Managing Directors as are required to ensure that the standards described in this policy statement are achieved and maintained.
3. Provide an organisational structure that clearly defines the responsibilities for Health and Safety and for ensuring that the systems and procedures relating to this policy statement are rigorously applied.
4. Systematically identify all hazards and their associated risks and take such steps as are required to reduce risks to an acceptable level.
5. Eliminate, so far as is reasonably practicable, unacceptable behaviour such as bullying, interpersonal conflicts at work, racial and sexual harassment which causes unnecessary stress in the workplace.
6. Ensure that any company who is contracted to carry out work on behalf of the Company is able to demonstrate that it pays due regard to Health and Safety matters.
7. Bring this Policy Statement to the attention of all group employees and to seek their co-operation in supporting the Chief Executive in his objectives of achieving and maintaining a healthy and accident free work place.

This Policy Statement, together with associated responsibilities and arrangements will be the subject of continuous review in order to reflect business activities. In addition the undersigned will carry out, or have carried out, a formal review of this Policy Statement and its associated procedures on an annual basis.

Signed: _____

A handwritten signature in blue ink, appearing to read "M Hill", written over a horizontal line.

Michael P Hill
Chief Executive

Date: 1st November 2012