

## VINOVIUM ASSOCIATES LTD

### Health and Safety Policy Statement

Innovation House  
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The Company regards health and safety matters to be a priority and an integral part of all its operations including the maintenance of quality systems and standards.

The Company considers health and safety to be a management responsibility equal to that of any other function. It is, therefore, the policy of the Company to provide and maintain a working and educational environment that is so far as is reasonably practicable safe and *without risks to health, adequate as regards welfare facilities and to ensure that persons not in the Company's employment are not exposed to risks which may arise from the Company's undertaking.*

The Company will provide and maintain equipment and systems of work, which are so far as is reasonably practicable safe and will provide such information, training and supervision as is necessary.


The Company will provide such resources as may be necessary to enable it and all its employees to meet their health and safety responsibilities.


In order to implement this policy the commitment of everyone concerned is necessary and it is a condition of employment that all employees will co-operate with the Company by:

- (a) Following instructions in the safety rules or notices in the premises and elsewhere.
- (b) Comply with any code of practice and guidance, which may apply to their work or workplace.
- (c) Take reasonable care for the health and safety of themselves and of the persons who may be affected by their acts or omissions at work.

The Company stresses its commitment to health and safety to the extent that where disregard to safe working practice by an employee seriously puts at risk the health and safety of themselves or any person, this will be considered as gross misconduct and may lead to disciplinary action or dismissal.

The policy will be kept up to date, particularly as the business changes in nature and size. To ensure this, the policy and the way it has operated will be reviewed every year.

Signed   
J Loughran  
Managing Director  
January 2010

Signed   
M Cooke  
General Manager  
January 2010