



THOMAS BOW LIMITED & CITY ASPHALT LIMITED

HEALTH & SAFETY POLICY STATEMENT

The Directors of Thomas Bow Limited & City Asphalt Limited recognises their responsibility for managing Health and Safety within the Company's activities, and believes that all injuries and accidents at work are preventable. **Working safely is a condition of employment** for all employees and contractors in order to create a working environment that is free from injuries and accidents.

Health and Safety is a line management responsibility, i.e. every employee is responsible for his or her own safety, the safety of their colleagues and for the safety of all employees reporting to them.

The Directors of Thomas Bow Limited & City Asphalt Limited are committed to the consistent implementation and achievement of the following Health and Safety Policy across all of its operations.

They will:

- Resource and plan policy implementation
- Monitor, measure and review performance targets and achievements so as to learn from past experience, correct deficiencies, and ensure continuous improvement
- Be prepared to take disciplinary action against any individual or contractor who contravenes the Company's safety rules and standards
- Ensure, through appropriate coaching and training, that all employees are competent to undertake their duties without risk of injury and ill health to themselves or others and avoid damage to property, plant and equipment

They require that all Supervisors:

- Comply, as a minimum level of performance, with all Health and Safety Legislation, Regulation and Codes of Practice that are relevant to the business activity
- Assess in advance, the Health and Safety risk implications of any new plant, processes, procedures, substances and equipment in order to implement safe systems of work
- Do not allow any employee or contractor to undertake a task unless it can be completed safely

To demonstrate the company's commitment to continuously improving our Health and Safety performance, the Directors will report on progress to all interested parties.

Alistair T Bow
Chairman & Managing Director

01st June 2010