

Health & Safety Policy Statement

1st September 2010

It is the policy of the company to ensure that responsibilities for health and safety are properly assigned, accepted and fulfilled at all management levels. All practical steps are taken to safeguard the health, safety and welfare of all employees and visitors to premises or operations under the control of St Ives plc.

The St Ives Board of Directors will, so far as is reasonably practicable, ensure that:

- All relevant Health and Safety legislation is complied with
- All foreseeable accidents and cases of work related ill health are prevented
- All accidents and incidents that occur are reported, properly investigated and that action is taken as appropriate and so far as is reasonably practicable to prevent any recurrence.
- Risk assessments are carried out and regularly reviewed for all work activities and situations which involve St Ives plc employees
- Safe Systems of Work are established and communicated to all appropriate employees to ensure that the working environment of all persons is safe and without risk to health
- All employees receive sufficient information, instruction, training and supervision so as to ensure the health, safety and welfare at work of all employees and visitors
- Local arrangements are made for consultation with employees on all matters relating to health and safety
- All plant, machinery and equipment is maintained so as to be safe and without risk to health
- The arrangements for the handling, storage, transport and disposal of substances for use at work are safe and without risk to health
- Suitable and sufficient provision is made with regard to the facilities and arrangements for employees health, Safety and welfare at work
- Specific, measurable and achievable targets are set for the improvement of health and safety performance
- This policy is reviewed and revised as necessary at regular intervals.

The St Ives plc board are responsible for the implementation of this policy. The divisional directors and site senior managers are responsible for the day to day implementation of this policy at each operating unit with assistance and guidance from Divisional Health and Safety Managers and the St Ives plc Group Health, Safety and Environmental Adviser.

The St Ives Health, Safety and Environmental Adviser is responsible to me for monitoring and reporting upon the health and safety performance of all of the company's subsidiaries against agreed targets.

A copy of this policy statement is available upon request and will be reviewed and updated regularly with changes being communicated to all employees.



Patrick Martell
Chief Executive
St Ives plc

St Ives Group
St Ives House, Lavington Street
London SE1 0NX
T 020 7928 8844 **F** 020 7902 6436
W www.st-ives.co.uk