



# GROUP OCCUPATIONAL HEALTH & SAFETY POLICY



May 2009

## Introduction

Health and safety is an essential element of all Hyder's operations, wherever, whenever and whatever they involve. As a Group we are committed to conducting our activities in such a way as to ensure the health and safety of our employees and anyone who may be affected by what we do. We will comply with all relevant legislation and aim to continually improve our health and safety performance.

## Structure

Every employee has a duty to take care of the health and safety of themselves and anyone else potentially affected by their activities. All employees must follow the health and safety management system applicable to the region in which they operate. These systems will ultimately comply with the principles of relevant national standards such as BS OHAS 18001 and AS/NZS 4801.

Each region will retain health and safety advisors to provide advice and guidance on health and safety matters where necessary.

Each region will set specific health and safety objectives annually, covering strategic, local and market specific issues, training and Group requirements and will regularly monitor and review its performance against its objectives and report on the same to Group. Health and safety will be reviewed at monthly regional management meetings.

Whilst responsibility for health and safety issues lies with the Board of Directors in each region, implementation of policy and procedure is the responsibility of all managers and employees in relation to their areas of control.

## Resources

The Group is committed to ensuring that all employees have adequate resources and are competent to carry out the tasks they are required to undertake.

## Communication

Communication and consultation with all employees is fundamental to the successful management of health and safety. Regional safety management systems are available to all employees and must be used.

We aim to encourage every party to a project to become involved in adopting a risk management approach to health and safety and to assist us in developing an environment where all risks are adequately controlled. Project specific health and safety procedures will be established and implemented as necessary.

Employees are encouraged to report any shortcomings or failures of health and safety provisions. Clear, straight forward systems have been established to facilitate this.

## Objective

We seek to continually improve health and safety performance across the Group and all our employees are expected to contribute to this goal.

Ivor Catto  
Chief Executive