

## **ADVENTIS GROUP Plc HEALTH AND SAFETY POLICY STATEMENT**

Adventis Group Plc acknowledges and accepts its legal responsibilities for securing the health, safety and welfare of all employees, visitors and others affected by our activities, so far as is reasonably practicable.

We recognise our moral responsibilities and will endeavour to encourage a positive safety culture throughout the organisation.

Adventis Group Plc will endeavour to achieve this by:


- providing adequate resources to comply with legal requirements and maintaining safety standards;
- developing management systems that will allow us to maintain, monitor and, where necessary, improve our safety performance;
- instituting and maintaining a system for the assessment of risks;
- providing information, instruction, training and supervision to employees of all levels to ensure that work and business decisions are undertaken safely;
- monitoring safety performance and taking action where it falls below expected standards;
- ensuring that the safety responsibilities employees have are clearly defined;
- fulfilling our duty of care to contractors, visitors and members of the public;
- ensuring that places of work and work equipment for which we are responsible are maintained without risk to health; and
- recognising that health and safety is an integral part of any business.

We expect employees at all levels:

- to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions (including colleagues, contractors and visitors);
- to co-operate on safety matters to enable us to fulfil our obligations; and
- not to interfere with, misuse or wilfully damage anything which might compromise the interests of health and safety management.

To ensure that this policy is effective we will:

- Review it annually or on significant change to the business.
- Ensure that any changes are brought to the attention of all employees.
- Develop a safety management system, available to all employees with safety responsibilities, to maintain health, safety and welfare standards.

  
Aubrey Adams  
Chairman  
On behalf of the Adventis Group Plc Board of Directors

1 January 2010