



HEALTH AND SAFETY POLICY

Havelock Interiors (Havelock Contract Interiors and ESA McIntosh), part of the Havelock Europa PLC Group, is one of the UK's leading commercial interiors groups. Operating in the retail, retail banking, corporate office, education fit-out and accommodation sectors, it delivers an end-to-end range of services from design, manufacture and installation to complete design and build contracting services. We are committed to ensuring the occupational health and safety of all those affected by its activities – employees, self employed, clients, subcontractors, the general public and others and the continual improvement of our occupational health and safety performance.

The following objectives have been set to achieve these aims:

- Comply with all current legislative requirements and other requirements that relate to its occupational health and safety hazards; including the Health and Safety policy of Havelock Europa PLC as its minimum standard;
- Commit to the prevention of accidents, incidents and cases of occupational ill health;
- Maintain safe working systems and procedures specifically for its operations which are compliant with OHSAS 18001:2007 certification;
- Provide training to staff and operatives to sustain the highest levels of awareness and competence in all matters of occupational health and safety;
- Ensure that subcontractors and other persons operating under our control meet with the highest levels of awareness and competence in all matters of occupational health and safety;
- Ensure continual improvement of its occupational Health and Safety performance by implementing best practices.

This policy, and our performance against targets set, will be reviewed annually.

It is the responsibility of the directors and managers to ensure that this policy is effectively implemented and communicated to all staff, operatives, subcontractors and suppliers. The policy will be available to all staff and prominently positioned on the Company intranet. It will be available to the public and other interested parties through our website.

Signed:

Eric Prescott, Group Chief Executive

Date: 7th November 2011

Review Date: 7th November 2012