

1. POLICY STATEMENT

It is the intention of Blackburn Starling, approved by the board of directors, that operations carried out by the Company are in accordance with the requirements of the Health and Safety at Work Act 1974, both in the spirit of the act and its legal obligations. The Company accepts their responsibilities towards their employees and any other person who may be affected by the work undertaken by the Company. Good Health and Safety performance is of prime importance and recognised as an indicator of business success.

The Managing Director has been nominated as the director responsible for implementing this policy and his duties, and that of other directors, senior managers and all employees are detailed in the Health and Safety Policy document.

If incidents are to be avoided, good working practices will be required. Therefore all managers shall familiarise themselves with their duties as detailed in the Safety Policy, and all employees have a part to play if high standards are to be achieved and maintained.

The Company requests that all employees take a pro-active role in improving Health & Safety performance through regular site meetings on the larger contracts, or through the contracts managers on the smaller projects, and encourages suggestions on how methods of work can be improved to promote continual improvement.

In accordance with the Management of Health and Safety at Work Regulations 1992, the Group will adopt a risk assessment approach to its activities.

The operation of this policy will be monitored by the Safety Manager, assisted by Hurst Setter & Associates Ltd, Safety Advisers. Hurst Setter & Associates Ltd will be available to advise all employees on matters relating to health and safety.

This statement is to be displayed in a prominent position at all work locations and sites. A copy of the Company's Safety Policy with full details of the organisation and arrangements for implementing the policy will also be available at each work location and site, for reference by any employee.

This policy will be reviewed annually to ensure that it remains relevant and appropriate to the organisation.

Signed:

David Gould

Managing Director

Dated: 8th August 2016