

Integrated Management System

ALE-IMS-01-HSQE-PLY-006

HEALTH AND SAFETY POLICY

The policy of ALE is to establish, implement, measure and review a Health and Safety Management System that is based on OHSAS 18001:2007 'Occupational Health and Safety Management Systems', with a commitment to:

- The prevention of injury and ill health, continual improvement of Occupational Health and Safety management and performance, and promotion of a positive Health and Safety culture;
- Provide a safe and healthy place of work for all its employees, subcontractors and other persons that may be affected by the company's work activities;
- Comply with applicable legal requirements and with other requirements to which ALE subscribes that relate to its Occupational Health and Safety hazards;
- Provide the framework for setting and reviewing occupational health and safety objectives and to recognise the needs of other parties to meet safe working practice;
- Provide work equipment that is suitable for its intended use, correctly used and is adequately maintained through a planned preventative maintenance programme;
- Ensure the workforce is trained and competent with adequate and suitable supervision of the work activity commensurate with the identified level of risk;
- Encourage the contribution of employees to achieving safe working practice and consult with the workforce on proposed changes to working practice that may affect their health and safety;
- Communicate the policy for health and safety provision to all employees at recruitment, when introducing changes to working practice and periodically to refresh knowledge;
- Enforce the application of preventative and protective measures and to take disciplinary action where breaches become evident;
- Provide adequate allocation of financial and human resources to ensure the effective management of health and safety.

One Director of each division shall appoint or be appointed the 'Health & Safety Representative' with responsibility for implementing and enforcing the Health and Safety Management System within their relevant division. However, the day-to-day management of health and safety is delegated to all line managers who are expected to achieve the aims of this policy.

This policy shall be reviewed annually and reissued at least every two years.



Mark Harries – Global Managing Director