



Health and Safety Policy Statement

Palmers 'the Company' is committed to providing the highest levels of QHSE performance in the areas of design, supply, erection, hire, maintenance and dismantling of scaffold work.

We recognise the duty placed upon us to ensure the health, safety and welfare of all employees as well as other persons affected by our operations and activities. The Company management is committed to:

- Ensuring compliance with all relevant regulatory and legislative requirements as an absolute minimum standard;
- Compliance with and the ongoing development of the company's Integrated Management System (IMS). Integral to this is the management of Occupational Health and Safety which meets the requirements of BS OHSAS 18001.

Our statement of general policy is:

- to provide adequate control of the health and safety risks arising from our work activities;
- to consult with our employees on matters affecting their health and safety;
- to provide and maintain safe plant and equipment;
- to ensure safe handling and use of substances;
- to provide information, instruction and supervision for employees;
- to ensure all employees are competent to do their tasks, and to give them adequate training;
- to prevent accidents and cases of work-related ill health;
- to maintain safe and healthy working conditions; and
- to review and revise this policy as necessary at regular intervals.

The Directors and Senior Managers of Palmers will ensure through positive leadership and encouragement that employees comply with this policy.

Overall and final responsibility for health and safety is that of the Managing Director of the Company. The day-to-day responsibility for ensuring this policy is put into practice is a line management duty. Managers are role models and must perform their duties responsibly. To ensure health and safety standards are maintained and improved, the Company has appointed recognised QHSE professionals who are responsible for supporting line management to fulfil their health and safety responsibilities.

All employees and all those working on behalf of the company are required to:

- co-operate with supervisors and managers on health and safety matters;
- not interfere with anything provided to safeguard their health and safety;
- take reasonable care of their own health and safety; and
- report all health and safety concerns to their immediate Supervisor, Line Manager or a Director

Palmers will drive ongoing improvement and prevention of complacency by supporting a positive safety culture founded on a collective responsibility to "Observe – Intervene – Communicate". The company's policy, objectives and implementation will be monitored on an ongoing basis and will form part of the management review process. The policy will be communicated to all employees and made available to visitors and the public as well as when requested to suppliers, subcontractors and customers.

A handwritten signature in black ink, appearing to be 'DM'.

Donald Morrison
Managing Director
January 2019