

Cell Security Limited (CSL), ADM Engineering and Bowmer and Kirkland Group Ltd (Parent Company) have the highest regard for the well-being of all persons involved in its activities and others who may be incidental to them. The Director responsible for Health and Safety co-ordination within Cell Security and ADM is Mr Michael Kirkland.

All efforts will be made and appropriate resource will be made available to maintain as far as reasonably practicable, a safe and healthy working environment. Adequate training, information, instruction and supervision will be made available for every employed, non-employed person including sub-contractors, visitors and members of the public at every location under the company's control.

The company will comply with all relevant statutory legislation and guidance including other requirements that the company subscribes to such as Achilles and CHAS. The health and safety policy and procedures will be reviewed at least annually or in line with changes to current statutory legislation and guidance, or to changes to work based processes. This Policy, and its attendant procedures, will be audited regularly at least every six months by internal auditors at least to provide the board with the appropriate assurance that the requirements of this document are being effectively implemented and adhered to.

The Senior Management team are committed to continual improvement and the prevention of injury and ill health to all employees and to non-employed persons under their control. This is achieved by setting realistic and achievable health and safety targets, by identifying hazards and risks, implementing suitable and sufficient control measures and safe systems of work.

All accident and occupational ill health data will be reviewed at least every four months and communicated to the management team and the employee safety committee. Regular Health & Safety Committee Meetings are conducted to overview the companies' health & safety performance and highlight any issues.

At each working location, including working at other premises, the Senior Manager for that area is responsible for implementing the requirements of the company's health and safety policies and procedures. It is the responsibility of ALL employees to comply with their legal, moral and company safety policy and procedural requirements.

Employees will be consulted on matters affecting their health and safety and this policy and any revisions will be brought to their attention. A copy of the current Health and Safety Policy is displayed on the main notice boards.

All employees must cooperate with management, and are required to report all accidents and near miss incidents. All employees will be expected to exercise personal responsibility in preventing work related accidents and occupational ill health and injury to themselves and others.

The company will provide suitable and sufficient work equipment and personal protective equipment. All employees must use work equipment and protective equipment in accordance with any training they have received. All employees must not misuse or interfere with any protective equipment or devices that have been provided for their health and safety.

**Michael Kirkland**  
**Managing Director**

Date: 31<sup>st</sup> October 2016