

Group Policy for Health and Safety

Purpose and Scope

The policy is necessary to ensure that Health and Safety (“H&S”) risks are properly assessed and mitigated, thereby reducing risks to Staff and to the Group, including criminal liability and reputational damage. The Group aspires to create a culture whereby the management of risk and prevention of harm is part of everyday business. The Group recognises that managing H&S risk is a core management activity and an important component of its values. This policy applies throughout the Group.

Responsibility

All Staff are responsible for H&S as set out in the Group H&S Management System. Managers are responsible for ensuring the health and safety of their Employees as set out in the Group H&S Management System.

Country Chief Executive Officers have primary responsibility for implementing the policy at country level.

Policy Statement

1. Countries must have H&S arrangements in place that comply with local legislation and meet Group H&S Guideline requirements.
2. Country management teams must review existing H&S risks and identify any new ones.
3. Country Chief Executive Officers must ensure that:
 - i. sufficient financial and physical resources are made available to manage H&S risk;
 - ii. controls are in place to track and manage risks;
 - iii. sufficient information, instruction, training and supervision is provided to enable all Employees to identify risks and to contribute positively to a safe working environment;

Countries set performance targets, monitor achievement and report annually on progress.

Policy Assurance Check

Key Control Standards, Key Risk Indicators, Key Control Self Assessments to be followed; Countries must undertake monthly inspections of risks and monitor corrective action plans; Reports to be submitted to and monitored by Group HSE; Annual report by Group HSE to Group Risk Committee; Country CEOs must

provide annual confirmation that internal controls are in place to ensure compliance with Group H&S policy and that all material issues have been identified with plans for mitigation and closure.

Policy Dispensations

Dispensations cannot be granted for this policy

Policy Owner

Richard Andrew Hunter

Enquiry Contact

Ruth Standring Group Head Health, Safety & Environment

Approving Committee

CRES Risk Committee

Date:

30th October 2010