



HEALTH AND SAFETY POLICY

General Statement

This Policy applies to Sterling Power Group Ltd and all its subsidiary companies. Sterling Power Group is committed to strive for continual improvement in its' safety performance and our goal is to ensure that no-one is injured or has their health damaged as a result of our business activities, and targets are set to achieve this.

Sterling Power Group Ltd will comply with the requirements of the Health and Safety at Work etc Act 1974, the Management of Health and Safety at Work Regulations 1999, associated regulations and other standards or approved codes of practice as applicable to the Group and its activities. The Group will, so far as is reasonably practicable, ensure that its staff or other persons affected by its business, are not exposed to significant risk to their health or safety.

Sterling Power Group Ltd recognises that effective health and safety management will make a significant contribution to the well being and motivation of its staff, which in turn, will benefit business performance and profitability. Sterling Power Group Ltd therefore, consider health and safety an essential element in all areas of the business from planning through finance and resource management to the delivery of its services.

Culture and Behaviour

Sterling Power Group Ltd actively promotes an open, constructive and positive culture and actively seeks the involvement of all staff in delivering our safety goal through effective communication, consultation and co-operation. Everyone working for Sterling Power Group Ltd is therefore expected to;

- Take personal responsibility for the safety of themselves, colleagues and anyone they affect by their actions or inactions.
- Comply with Sterling Power Group Ltd Policies and Procedures including the correct use of equipment and Personal Protective Equipment and any training received.
- Actively report any situations they encounter where health and safety could be compromised or conditions could be improved

The culture of Sterling Power Group Ltd is reflected in the structure of its Corporate Safety Steering Group where the contribution and co-operation of its members taken from all levels of the Group, including the Managing Director, Senior Directors and Managers and employee



Safety Representatives, has a major contribution to the company's health and safety management.

Targets

Throughout the Health and Safety Management System, targets for safety are set in order that our performance and aim of continual improvement can be measured and reviewed. One key target is to strive for a zero accident rate. Key Performance Indicators are set annually against each of these targets and performance continually reviewed to identify opportunities for further improvement.

Risk Assessment

Sterling Power Group Ltd recognises the importance of suitable and sufficient risk assessments. Wherever practicable, the risk assessment will be completed prior to the task and the outcome will be used to formulate Safety Policies, Control Measures and Method Statements. It is inevitable that situations will vary from site to site therefore "site specific" risk assessments will always be conducted where significant risks, not previously considered or where identified control measures are inadequate, are identified, to minimise the risk and implement suitable control measures.

Organisation

The Health and Safety Management System clearly defines the responsibilities and duties placed upon all staff and these are regularly reviewed and communicated to them. Sterling Power Group Ltd continues to demonstrate its commitment to the safety and well being of its staff by providing competent staff and resources to advise and support the achievement of its goals and targets.

Sterling Power Group Ltd will strive to ensure that all staff are provided with, as appropriate;

- Suitable and sufficient training
- Appropriate Personal Protective Equipment, which staff are expected to use, inspect and maintain in accordance with the training provided
- Suitable first aid, welfare and emergency procedures
- Plant and equipment suitable for the purpose which it is intended, which staff are expected to use, store and transport in a safe manner

At all times, our staff are empowered to stop and request assistance or guidance if they consider their safety or the safety of others is, or will be, compromised.



Review and Audit

Health and Safety performance is constantly reviewed, including sickness and absence records, to identify opportunities for continual improvement. Every reported incident will be investigated appropriately and recommendations for improvement produced.

The Health and Safety Management System is continually audited to ensure it continues to be appropriate and Senior Management regularly review the Health and Safety arrangements to ensure their effectiveness and that they are fully implemented.

The overall responsibility for Health and Safety management throughout the company is vested in the Managing Director who will ensure that this policy is fully implemented.

As with all health and safety documentation throughout the Group, this policy will be continually reviewed to ensure its relevance to our business and our aims. In any event the document will be reviewed no later than two years from the date of implementation.

A handwritten signature in black ink, appearing to read "G. J. Jones".

G. J. Jones
Managing Director
24 October 2008