

Health, Safety & Welfare Policy Statement



Republic of Ireland

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Revision 6

It is the continuing policy of Grontmij to meet all legal requirements related to its activities so far as it is reasonably practicable to do so. Grontmij will strive to achieve the highest standards of health, safety and welfare in the interests of protecting its employees and all other people who may be affected by its activities.

The company operates an Integrated Management System and is certified to OHAS 18001:2007 and actively seeks to maintain certification to this standard. The company regards its responsibilities towards health and safety as critical to all its operations and provides sufficient financial support for the full implementation of this policy. In support of its duty to consult with employees the company has established a health and safety committee with employee's representation from each office to consult on matters of health and safety and to encourage positive employee participation with effective communication and co-operation at all levels.

Each employee must be aware that the Safety, Health & Welfare at Work Act 2005 imposes on them a duty to take reasonable care not only with their own health and safety at work, but also a duty to protect others who may be affected by their acts or omissions.

The company takes positive action ensuring that its activities do not adversely affect other organisations and members of the public, and co-operates with those with an interest in health and safety, other employers, clients, designers, contractors and enforcing authorities. Where the company occupies shared premises it co-operates with other occupiers to ensure a safe and healthy environment for all within the premises.

Grontmij commits to maintain a healthy and safe working environment for all employees, identifying hazards and controlling risks in relation to our operations. The company ensures that employees are competent to carry out the duties required of them, and provides information, instruction and training in accordance with their roles and duties.

This Policy Statement is displayed at all company offices and available for all employees through the intranet system. It is also available for all interested parties on request. The organisation and arrangements for implementing the Policy are available for reference by employees.

The Health and Safety Policy is reviewed on an annual basis through an annual management review or as required to suit changes in size and nature of the company, its activities and relevant changes to legislation requirements.

Health and Safety performance is reviewed on a regular basis, to set objectives for improvement and develop and implement action plans in support of continual improvement.

Signed:

A handwritten signature in blue ink, appearing to read 'Lawrence Hughes'.

**Lawrence Hughes
(Managing Director)**

Date: 19 January 2010

Next review due January 2011