

INTEGRATED ENGINEERING SERVICES (ABERDEEN) LTD BUSINESS MANAGEMENT SYSTEM

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| TITLE: -HEALTH & SAFETY POLICY- Ref: OHSAS 18001:2007, CLAUSE 4.2 | DOCUMENT NUMBER: | OH&S: POL |
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HEALTH & SAFETY POLICY

Integrated Engineering Services (Aberdeen) Ltd, regard the promotion of the continual improvement of Health and Safety measures as a mutual objective for management and employees.

Consequently it is this company's policy to, at a minimum comply with current applicable OH&S legislation and other requirements to which it subscribes, and do all that is reasonable to prevent personal injury and damage to property and to protect everyone from foreseeable work hazards, including clients and the public in so far as they come into contact with the company, or its products and services.

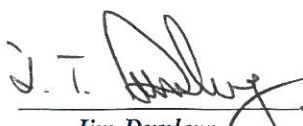
The responsibilities of the Directors will include, so far as is reasonably practicable, that:-

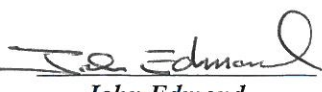
- (i) The company will provide, and maintain safe and healthy working conditions at IES's premises, and will apply any applicable statutory requirements.
- (ii) Information on the toxicity and potential hazards of all substances used by the company will be kept up to date and will be available to those with a legitimate need for that information.
- (iii) Training and instruction to enable employees to perform their work safely and efficiently will be provided.
- (iv) All necessary safety devices and protective equipment will be made available and employees instructed in its use.
- (v) The company will maintain a constant interest in health and safety matters, and where applicable will consult and involve employees wherever possible.
- (vi) The identification of hazards, the assessment of risks and the implementation of relevant control measures to reduce the level of risks

Employees have a duty to co-operate in the operation of this policy by:-

- (i) Taking reasonable care of the health & safety of themselves and of other people who may be affected by their acts or omissions at work.
- (ii) Using the protective clothing and equipment provided, and by meeting statutory obligations.
- (iii) Reporting incidents that have led to or may lead to injury or damage.
- (iv) Adhering to company procedures, jointly agreed on their behalf, for securing a safe workplace.
- (v) Assisting in the investigation of accidents with the objective of introducing measures to prevent a recurrence.

The Directors are fully responsible for maintaining safe and healthy working conditions, and in particular must arrange to publish the organisation and the arrangements applicable for the implementation of this general policy.


Jim Dunlevy
Finance Director


John Edmond
Operations Director


Gordon Finnie
Technical Director