It is the Company's declared intention to provide a healthy and safe place in which to work for all its team members and to ensure that all environmental and energy performance obligations are met. In order to comply with all Health, Safety & Environmental legislation relevant to its activities the Company has formed a Quality, Health, Safety and Environmental (QHSE) Department headed by the QHSE Manager. The department will endeavour to keep abreast of any changes in the law affecting the company's activities and advise the Board of Directors and managers as appropriate. It will provide the following:-

1.0 The department will be responsible for drafting and documenting the company's Quality, Health, Safety, Environmental & Energy Policy's. It will also produce and maintain all associated manuals and documentation along with suitable and appropriate indexes.

1.1 It will co-ordinate the company's QHSE activities through the QHSE team as defined in the "Organisation Structure".

1.2 A national database of company accident records will be maintained by the department, which will, as required, provide statistical analysis to senior management.

1.3 The department will receive Accident/Incident investigation reports for review and comment as appropriate prior to being forwarded to the relevant Divisional Director. At the discretion of the QHSE Manager, independent investigation may also be initiated and undertaken by the Department.

1.4 They will maintain a library of Acts, Regulations and Approved Codes of Practice relevant to the Company's activities

1.5 The department will provide advice and assistance, on request, to all team members on matters concerning compliance with the company's QHSE policy and/or any legal requirement.

1.6 The QHSE Manager will be responsible for the activities of in house advisors who will carry out companywide auditing in order to verify that the Policy is working and is being adhered to.

1.7 The QHSE Manager will be responsible for the activities of the sustainability lead who will liaise with TMHE ensuring all parent and local company targets are achieved.

1.7 Periodically, the QHSE Manager will submit a summary report of audit activities for review by the Managing Director and senior managers, together with observations and recommendations if any, see "Management Review".