

Health and Safety Policy Statement

The Company is committed to ensuring the health, safety and welfare of all its employees and all those persons affected by its activities. The Company recognises and takes its obligations and responsibilities under the Health and Safety at Work etc. Act 1974 and all subsequent legislation seriously in providing all employees with a safe working environment and safe systems of work. This Statement is a brief overview of this commitment.

This Policy Statement should be read in conjunction with the Company's Corporate Social Responsibility Policy Statement.

We recognise that the successful management of health and safety contributes to the overall performance of a successful business and is fundamentally dependent on the active commitment and participation of every individual employee.

We will ensure our complete compliance with all health and safety legislation, our duty of care, managing and monitoring all accident and incidents, protecting our employees, sub-contractors, consultants and visitors, including managing difficult and violent situations and all areas within equal opportunities.

We are therefore committed to:

- Developing and maintaining a positive health and safety culture through the organisation
- Operating to the highest standards of environmental and health and safety with legal compliance as the minimum standard
- Constantly reviewing health and safety and environmental management and performance
- Providing the information, instruction, training, supervision and consultation with employees as necessary
- Bringing this Statement to the attention of all of our employees and their own responsibilities for health and safety whilst at work.

The Directors will specifically ensure that:

- The required risk assessments are undertaken
- That not only a safe working environment is provided, but that work equipment and safe methods of work are provided
- Employees are encouraged to report any hazard or potential hazard that could cause harm

The operational and ultimate responsibility for health and safety lies with the Directors of HR Solutions (Consultancy) Limited who will ensure that it is given equal priority with all other business objectives. Every employee of HR Solutions (Consultancy) Limited is expected to give their full co-operation to this Policy Statement and to take reasonable care for their own safety and that of others involved in or affected by our activities, that includes any sub-contractors, consultants or visitors.

The effectiveness of the Policy Statement will be monitored and reviewed at least annually by the Directors to ensure the Company's continuing compliance with relevant legislation and to meet new business requirements and to identify areas in need of improvement. We will also ensure that all changes will be brought to the attention of employees as necessary.

Carol Guilford
Managing Director
HR Solutions (Consultancy) Limited