

## **Rhinoceros Health & Safety Policy Statement**

### The Objectives and Principles

The objective of the Company's Health and Safety Policy, is to prevent, insofar as it is reasonably practicable to do so, during the course of the work or duties being undertaken, any accidental occurrence resulting in:

- *Injury to any person.*
- *Damage to, or loss of any plant, equipment, property, materials or products.*
- *Delays in any processes or operation.*
- *Events that may otherwise be detrimental to efficiency and/or prestige.*
- *Adverse impact upon the environment.*

The Policy is applicable to all Rhinoceros Ltd employees, as detailed in Part Three of this Section. This includes the employees of Sub-Contractors, Self Employed Persons, Consulting Practices and the Client.

The implementation, application and promotion of the Policy is the responsibility of Senior Management of this Company and is of prime importance. Whilst duties and tasks may be delegated, the overall responsibility remains that of Senior Management to ensure that the Company complies with all relevant statutory health and safety legislation, common law and Approved Codes of Practice.

All Company employees, regardless of their status, are expected to abide by the principles of this Policy as and where applicable. We also expect the co-operation of all those mentioned within the Scope section of this Policy to work in such a way that accidents to themselves and others will be prevented.

Individuals can make important contributions to the development and implementation of policies and arrangements. The company will give all opportunities for participation in this process and actively encourages involvement of employees either directly or through their representatives.

**To ensure that this Policy can be successfully implemented, the Company and its Board of Directors will provide such funds as is reasonably necessary.**

### Precautions and Planning

Suitable and adequate measures shall be taken to safeguard any person, plant, equipment, property, material or product likely to be exposed to any known or suspected hazards associated with or arising out of the processes, tasks or operations being undertaken in the form of risk assessments. The Company will take into account at tendering stage, those factors which assist in eliminating injury, damage and waste.

All activities shall be conducted in a responsible manner and so planned and controlled that the possibility of unplanned events occurring is reduced to the practicable minimum. It is recognised that accident prevention is a joint responsibility of all those mentioned in Part Three of this section of the Policy and that to understand their joint responsibilities, good communication and consultation will be necessary.

## Information, Training and Instruction

Information from risk assessments, performance monitoring activities, employee feedback and advice from our designated Health and Safety Consultants, will be used to identify the health and safety training needs of employees. An effective system for the communication of health, safety and welfare information will be maintained so that employees are made aware of the known or suspected hazards associated with or arising out of the work or duties assigned to them.

Where necessary employees will also be suitably trained or instructed to enable them to carry out their tasks in a healthy, safe and efficient manner. The Company's Safety Consultant AM Safety Specialists Ltd (**AMSS**) along with the resident Health & Safety Advisor will carry out safety training on behalf of the company. The practicalities and Method of Work training will be carried out by the Company's Contract Manager and overseen by the Safety Advisor.

Employees will be trained in the safe use of equipment which they will be using for their work by the appropriate course where required. Where certification is not required, employees will be instructed on how to use equipment safely, directly by the resident safety Advisor.

To ensure all the Company's employees are kept up-to-date with safety matters the Company has formulated a library of safety information, Codes of Practices and Health and Safety Legislation etc. This library will be maintained with up-to-date information and changes in Law etc. The requirements of any Statutory Legislation or Code of Practice applicable to the processes or operations being undertaken and/or the premises that they are undertaken shall be observed.

## Health, Safety and Welfare

Adequate provision shall be made for the Welfare needs of employees whilst carrying out their tasks and duties and any hazard to health associated with the work shall be the subject of strict precautionary measures. This is further detailed within Section Two of the Health and Safety Policy.

## Measuring, Monitoring, Reviewing and Auditing

All Company activities and the use of related plant, equipment and materials etc., which affect the safety of that place of work, shall be inspected in accordance with legal requirements; reports will be made and distributed to those concerned as necessary. Safety Inspections and other activities to measure, monitor and review health and safety performance, and conduct audit the effectiveness of the health and safety management system; will be carried out by competent personnel.

This Policy shall be reviewed and kept up to date by the Director in charge of health and safety, to take into account changes in legislation, reflect changes in the nature and range of activities carried out by the Company and take advantage of operational experience, negative and positive, as often as may be necessary.

## Environmental Policy

The objective of Rhinoceros Ltd is to run its operations avoiding unnecessary or unacceptable effects on the environment. Any effects will be minimised as far as practicable. Environmental considerations will be given equal importance to the more traditional business issues such as production, research, sales, safety and finance.

The company will work towards achieving its environmental objectives by,

1. Minimising the impact of all its operations on the local and global environment and the quality of life of the local communities in which the company operates.
2. Meeting all relevant statutory regulations.
3. Maintaining the cleanliness and appearance of premises to the highest practical standards.
4. Aiming for efficient use of all resources used in its operations and by reduction of waste through process improvements. Recycling of material is continued wherever feasible and further positive steps are taken to conserve resources, particularly those that are scarce or non-renewable.
5. Fully considering, in advance where possible, the environmental effects of any significant new development and adjust the company's plans accordingly.
6. Providing customers with the information necessary to enable our products to be properly used, stored and disposed of so as to avoid unacceptable effects on the environment.
7. Working with suppliers to ensure that the products and the services they supply are environmentally acceptable.
8. Providing the necessary information to enable employees to operate the processes properly and with minimal effects on the environment.

### Equal Opportunity Policy

Rhinoceros Ltd acknowledges the desirability of equal opportunities for employment and the observance of the codes of practice as far as it is reasonably practicable.

The intention of the policy is to see that no job applicant or employee receives less favourable treatment on the grounds of disability, sex, marital status, race, colour, nationality or ethnic or national origins, or is disadvantaged by unreasonable conditions or requirements.

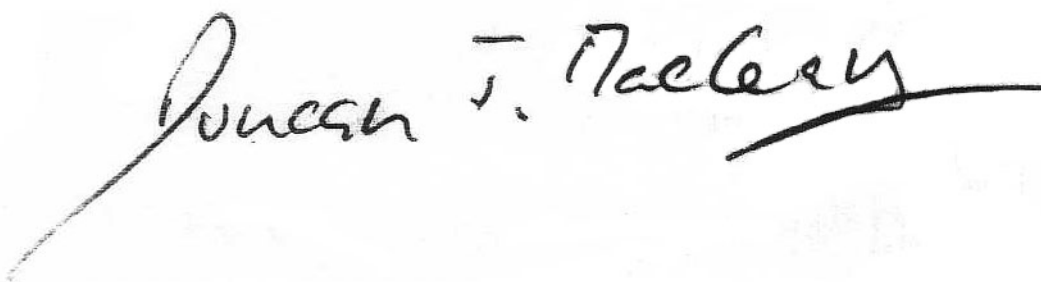
Individuals should be selected, promoted and treated on the grounds of their performance, attitude and abilities. All suitably qualified employees will be given equal opportunity to progress within the organisation.

All those who come into direct or indirect contact with employees or applicants for employment should ensure that they understand this policy and recognise the part they have to play in its fulfilment.

It is the policy of the Company to encourage the employment and career development of disabled persons. No unnecessary limitations are placed on the type of work that they can perform.

Full and fair consideration will be given to disabled applicants for employment; existing employees who become disabled will have the opportunity to re-train and continue in employment wherever possible.

**For and on behalf of Rhinoceros Ltd**



Joseph J. MacGarry