

---

## HEALTH AND SAFETY AT WORK – GENERAL POLICY STATEMENT

Active Network Systems Ltd (ANS Ltd) regard the promotion of Health and Safety measures as a mutual objective for Management and Employees at all levels.

Management policy to do all that is reasonable to prevent personal injury and damage to property, and to protect everybody from foreseeable work hazards within the company, its operations and buildings. In particular management has responsibility to:

- 1.1 provide and maintain safe and healthy working conditions, taking into account any statutory requirements;
- 1.2 provide training and instruction to enable employees to perform their work safely and efficiently;
- 1.3 make available all necessary safety devices and protective equipment and to supervise their use;
- 1.4 maintain a constant and continuing interest in health and safety matters, in particular by involving employees and their representatives.

All employees, including management, bear a responsibility to co-operate in the operation of this policy, by:

- 2.1 working safely and efficiently;
- 2.2 using the protective equipment provided and by meeting statutory obligations;
- 2.3 reporting incidents that have led, or may lead, to injury to people or damage to property, plant or equipment;
- 2.4 adhering to procedures for securing a safe and secure workplace;
- 2.5 assisting in investigation of accidents, with the objective of preventing all possible recurrences.

A copy of this statement together with the procedures will be displayed in suitable areas. The policy will be reviewed continually by management and amended or added to as appropriate.

Signed:



A.N. Ibbotson  
Managing Director  
31 November 2008