



Health & Safety Policy Statement

1. The Board of the Tate Consulting Engineers Group believes that the maintenance of high standards of Health, Safety and Welfare, amongst its employees and contractors, is essential to the successful management of its business. It further believes that this standard of care must be extended to its neighbours, clients and any other person who may be affected by its operations. It is therefore committed to providing and maintaining standards; on site, in office premises and in the use of company vehicles; that will as a minimum meet all legislative requirements, and also those of any relevant approved Codes of Practice, together with other industry approved standards and documents. It is through the control of these risks that the Company is able to maintain a healthy workforce that is ultimately beneficial to its business objectives.
2. It further believes that training of its staff and contractors forms an essential part in achieving its expectations set for Health, Safety and Welfare.
3. In order to meet these requirements the Board will ensure that
 - All individual managers, supervisors and employees will receive any necessary training to allow them to successfully complete their role within the Company.
 - A clear statement of responsibilities, with regard to health, safety and welfare, is prepared and issued to every employee, and also to any contractor working under the control of the company.
 - All designated Directors undertake tours of inspection with regard to Health, Safety and Welfare: reporting back to their line manager the results of such tours.
 - A person is appointed as Group Safety Manager to act as the focal point for activity and who will provide an independent monitoring role across the group. The purpose being, in part, to ensure a uniformity of standards.
 - Adequate procedures are in place to audit and vet any contractor or supplier who wishes to provide services to the Company.
 - Procedures are instituted within the company that will provide guidance to employees and contractors on the performance of tasks, which are recognised as providing specific problems.
 - Specific guidance on legislative requirements is kept readily available to all relevant staff, through the Company's Intranet and Extranet Sites.
 - Each site or business group produces such targets and objectives necessary to support the overall intention of this policy
4. The Board recognises that every employee has a duty for their own safety and that of any other person who may be affected by their work, it will therefore institute clear disciplinary measures which will seek to correct and control such behaviour. Certain breaches of safety, which are clearly stated within the site specific rules, are regarded as gross misconduct and will lead to termination of employment.
5. The Board will ensure that this policy is brought to the attention of all staff and contractors and will notify them of the results of any review that may take place. Such reviews will occur at least annually, but may also take place at other times as may be required owing to legislative updates or developments within the business of the Group.

Signed.....*Shane Tate*.....

Shane Tate, Managing Director
Tate Consulting Engineers

Dated.....04/11/08.....