Health and Safety Policy Statement

RENEW HOLDINGS PLC
HEALTH, SAFETY & ENVIRONMENTAL DEPARTMENT

HEALTH & SAFETY POLICY STATEMENT

Renew Holdings plc is committed to preventing risk, accidents and ill health. This is recognised as a key management function which is supported by competent advisors who are integral to the management structure.

In order to deliver its prevention objectives the policy is founded on legal requirements and includes:

1. Implementation of organizational structures to manage health and safety which have clearly defined duties and responsibilities for all employees:

   – The Chief Executive has line management responsibility for the general oversight of health and safety within the Company
   – The implementation of vertical and horizontal links within the organisation with a common understanding of risks and how to control them.
   – The promotion and implementation of accident and ill health prevention programmes
   – Provision of comprehensive and competent advice on all health and safety matters by an established and co-ordinated advisory service
   – The delivery of training, seminars and workshops to share good practice in health and safety with all employees.

2. The promotion of a positive health and safety culture achieved by effective representation and participatory strategies for all employees.

   – Clear and comprehensible guidance and instructions for all employees and an understanding of health and safety legislation and its implementation.
   – Procedures for effective joint consultation on health and safety matters.
   – Production and implementation of practical codes of good health and safety practice which are comprehensible and accessible for all employees.
   – Motivation by target setting and positive reinforcement
   – Systems to ensure a satisfactory level of competence amongst employees appropriate to their level of responsibility including adequate training

3. Mechanisms and systems to ensure the progressive improvement of health and safety for all workers employed by Renew Holdings plc.

   – Systems for the identification and removal of risks involving injury, ill health or material damage.
   – Proactive and reactive systems for monitoring of activities, achievements and performance.
   – Reporting systems for accidents and ill health

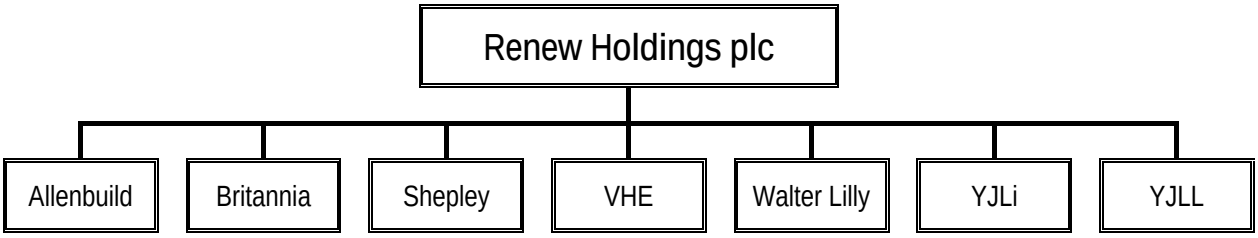
4. Effective liaison and collaboration with regulatory authorities, standard setting bodies, professional institutions and trade associations

   – Response to internal and external changes
   – Evaluation of national and international standards and guidance to maintain achievements in accident prevention and environmental control.

Brian May

Brian May
Chief Executive, Renew Holdings plc

HEALTH & SAFETY POLICY STATEMENT



SAFETY MANAGEMENT SYSTEM OVERVIEW

Our Safety Management Systems provide a systematic approach to the provision of health and safety for employees and others who may be affected by our activities. We aim to provide a workplace environment without risk to health and safety. The systems follow legislation, enforcing authority guidance and industry best practice. Our systems are audited and reviewed annually for compliance with legal requirements with a view to defining areas of improvement. The management elements are:

- Health & Safety Policy
- Risk Management
- Organisational Arrangements
- Procedures for Setting Standards and Measuring Performance
- Communication
- Competence
- Co-operation
- Safety Monitoring Systems
- Revision and Audit

General Safety Principles

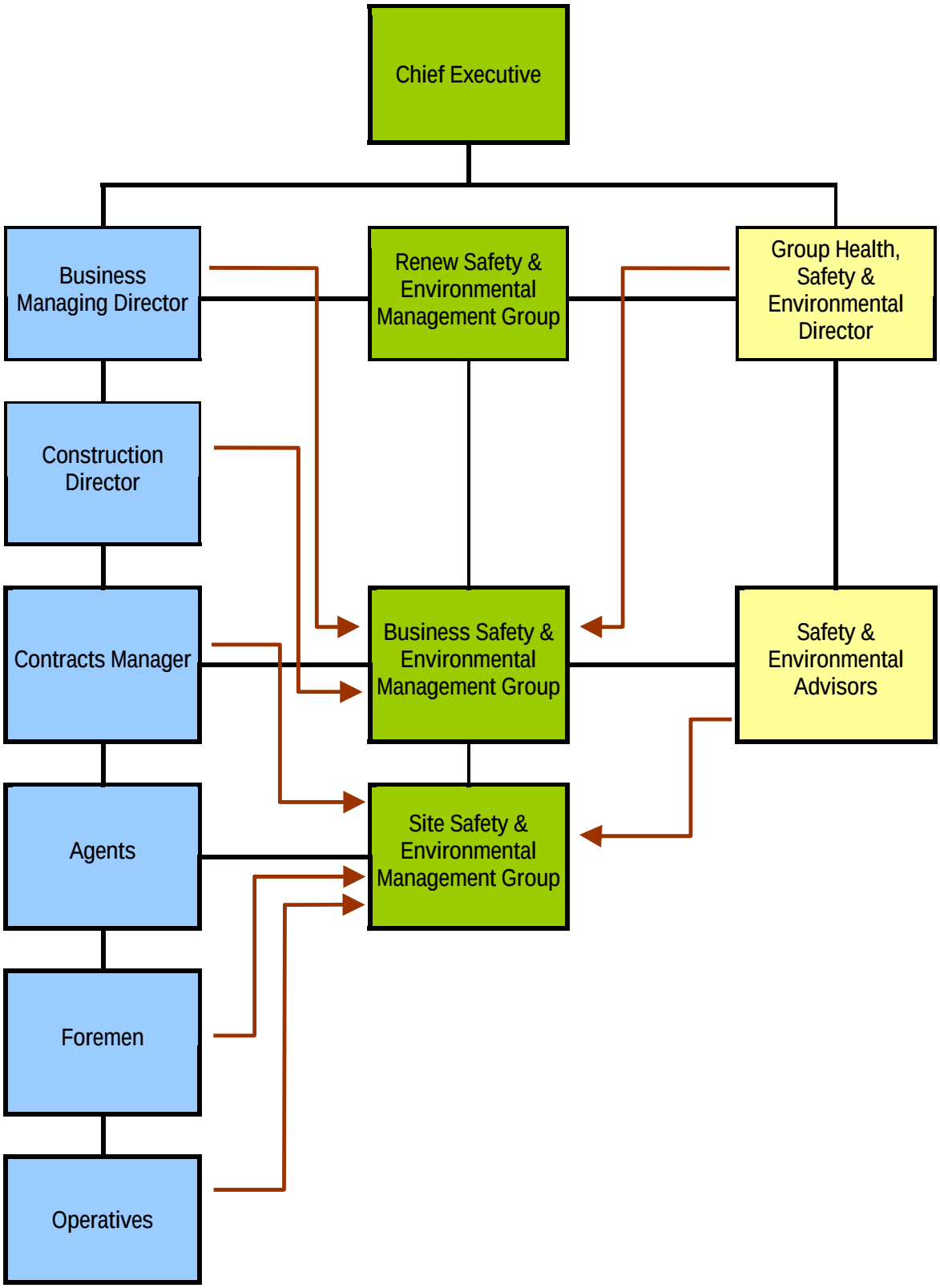
They include:-

1. Consideration of the following issues at Boardroom level:

   - Inclusion of health and safety in annual reports
   - Indicating publicly which Directors have responsibility for health and safety
   - Including health and safety on the agendas of Board Meetings
   - Clarifying the position on corporate responsibility

2. Raising workplace standards and the awareness of health and safety among all employees.

3. Enhancement of the important role of Employee Representatives in managing health and safety

4. Promoting occupational health including a new focus on rehabilitation services.

HEALTH & SAFETY POLICY STATEMENT