



## Health and Safety Policy

GMS Management is committed to providing our customers with the highest level of service possible and aspires to become an organisation against which others strive to benchmark.

Our Health and Safety Policy and the principles defined in the Quality, Health, Safety and Environment Management System are mandatory at all levels of GMS and are adopted throughout our operations and activities.

GMS is committed to conducting its business in a manner that protects the health and safety of its employees and contractors through the following principles:

**Health and Safety Policy, Leadership and Objectives** - Demonstrate leadership and commitment to managing and improving Health and Safety performance through active involvement. Ensure compliance with applicable legislation, regulations, protocols and conventions

**Organisation, Resources and Documentation** - Ensure that responsibilities and accountabilities are clearly defined and disseminated. Develop, implement, review and improve Health and Safety Standards and Procedures

**Hazard Effect and Risk Management** - Prevent injury and occupational illness across all business activities through effective risk and hazard identification and management. Identify and eliminate potential hazards where possible, and mitigate against hazards that cannot be eliminated

**Planning** - Planning of work activities, including the implementation of risk control and reduction measures. Planning for existing activities, managing changes and developing emergency response and contingency plans

**Implementation and Monitoring** - Encourage and promote Health and Safety awareness and a behavioural safety culture through training, safety meetings, safety campaigns and feedback Procedures. Encourage open communication throughout the company and externally with legislative or regulatory organisations and local communities as applicable

**Audit and Review** - Ensure audit and review programmes and Procedures are established and developed for auditing compliance with the QHSE Policies, the QHSE MS, legislative and regulatory requirements. Audit and Review to ensure the adequacy and compliance with the QHSE MS and implementation of the same contributing to the continuous improvement

A handwritten signature in black ink, appearing to read 'D Anderson', is written over a horizontal line.

Duncan Anderson

Chief Executive Officer

Date: 1<sup>st</sup> May 2009