

HEALTH & SAFETY POLICY STATEMENT

General Statement

It is the general policy of Carleton Furniture Group to seek to provide a safe and healthy working environment and conditions for its employees.

The Company will carry out risk assessments specified by law and of any additional hazards identified as being associated with the Company's operations to protect any persons who are involved in or come into contact with the Company's operations.

Overall responsibility for the implementation of this Health and Safety Policy lies with the Managing Director. Company Directors, Senior Managers and Team leaders are delegated to implement the Policy in areas they control.

The objectives of the Policy are:

- a) To place management of health and safety as a prime responsibility of line management from Managing Director to Team leader
- b) To ensure that the policy is communicated, understood, implemented and maintained at all levels throughout the organisation
- c) To seek employee responsibility through involvement and consultation and remind them of their duty to co-operate with and assist the employer by taking care of their own health & safety and also that of others.
- d) To achieve a high level of health and safety performance, to comply with legal requirements as the minimum and to provide so far as is reasonably practicable:-
 - Plant and systems of work which are safe and without risk to health
 - Safe arrangements for using, storing, handling articles and substances used at work
 - Work places which are safe and without risk to health, including the means of entry and exit
 - Such information, instruction and training as necessary so as to ensure the health and safety at work of all its employees, contractors and other visitors to the site.
 - Young persons are acknowledged as being at particular risk in work activities, in such cases additional and specific efforts are implemented to ensure their safety
 - to report and investigate all accidents, ill health and dangerous occurrences

To set and publish Health & Safety objectives and monitor performance by the regular review of this Policy with due regard given to:-

- I. **Planning:** In view of the need to plan financial expenditure, health and safety will be included in the Company's budgets
- II. **Organisation:** A review of the Company's organisation including organisational changes to ensure that responsibilities for health and safety are clearly defined.
- III. **Control:** Ensuring the safety requirements are being implemented throughout the Company by all employees and that training is conducted in support of these standards
- IV. **Monitoring and review:** Regular safety inspections/audits will be carried out to monitor all safety requirements and maintain risk assessments, in order to achieve a credible standard for health and safety

Signed:
Peter, J Holdsworth
Managing Director

January 2009