

RULLION GROUP OF COMPANIES

HEALTH & SAFETY - STATEMENT OF INTENT (7th issue)

Integral to the Group's aims is ensuring a safe working environment and to proactively prevent accidents and incidents and minimise its impact on the environment whilst maintaining legal compliance through the implementation of the Safety, Health and Environment Management System (SHEMS).

Avoidance of accidents and work related ill health and the provision of a safe working environment requires the cooperation, involvement and ongoing integrated effort of the Board of Directors, Managers, Supervisors, Health and Safety Representatives and Staff at all levels

It is the Group's intention to have a pro-active approach to safety, health, environment and welfare matters facilitating a firm commitment to continuous development and improvement. As such, each trading company will ensure that its SHEMS is linked to its business quality systems and play an integral part in the assessment of the overall Group performance.

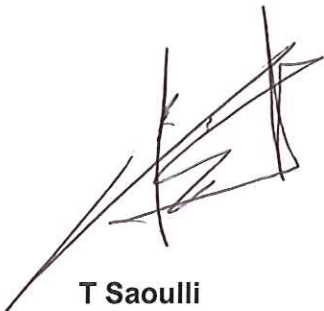
Rullion is committed to promoting best practice in all areas of the business through a continuous process of hazard identification and control, risk assessment, strategic planning, training and development and a structured recruitment process. These arrangements are designed to help ensure that a suitable degree of competence is maintained at all levels and that the business is fully compliant with the requirements of current legislation and industry standards.

The Board of Directors take direct responsibility for the promotion of best practice, the approval of policy and procedural documentation, and the provision of funding as appropriate and reasonable based on a clear assessment of risk and legal requirement. Managers and supervisory staff are responsible for the promotion of best practice and the integration of Health and Safety matters into all activities including the education, development and supervision of employees as appropriate.

Every employee is responsible for promoting and actively practicing the Group's philosophy ensuring not only their own safety but also that of others including, but not limited to, the identification and reporting of any hazards, issues or concerns surrounding the workplace or role, and following guidance relating to environmental protection.

Rullion is an employment business and has arrangements in place for ensuring that liaison with its Clients is sufficient so as to clearly identify their requirements with regard to Health and Safety competence. These arrangements cover both Temporary Workers and Employees alike.

The associated Policies and Management System will be reviewed on an annual basis to ensure that they continue to meet the needs of employees, the business and current legislation. Copies of Policies and the Management System can be accessed via the Group Intranet and this statement will be displayed in all offices.

A handwritten signature in black ink, consisting of several overlapping, sharp, diagonal strokes that form a stylized, abstract shape.

T Saoulli
Chairman

Revision Dated: 1st September 2009

Previous issues: 2001 / 2002 / 2004 / 2006 / 2007 / 2008