

# Health and Safety Policy Statement

This statement outlines my personal commitment to ensuring the health, safety and welfare of all those who may be affected by our activities. This includes employees, members of the public and contractors whom we employ.

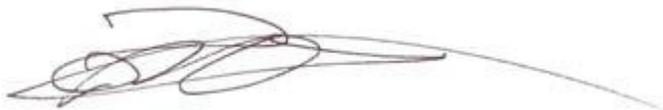
High standards of health and safety management and a good record of safety performance do not happen by accident but as a result of constant vigilance, commitment and a discipline throughout Abelian and rigorous approach to all that we do.

**We will aim to secure continuous improvement in health and safety management by:**

- Developing a culture which says “if it is not safe – don’t do it”. No-one is expected to work unsafely and any member of staff will have my personal support in refusing to work in such conditions.
- Leading a culture where no-one accepts any unsafe acts or conditions, in an open environment where employees feel free to raise concerns.
- Developing management mechanisms to reduce, as far as possible, risks of personal injury, ill-health, fire and damage to property and the environment as well as the risks of accidents.
- Complying with all relevant legislation and industry standards.
- Co-operating fully with all parties with which we interface.
- Providing adequate training and resources to enable the company and individuals to discharge their health and safety responsibilities.

It is only by the wholehearted commitment of all of us who work in the company that our objectives can be realised. I will ensure that opportunities are provided for employees to participate in health and safety initiatives and to give and receive feedback on health and safety issues.

I confidently expect that this commitment will be shared fully with all staff. However because of the priority that attaches to health and safety, I do expect line managers to be ready to use disciplinary procedures wherever there is a need to do so, to ensure health and safety commitments are adhered.

A handwritten signature in dark ink, appearing to be 'Pedro Fernandes', written in a cursive style.

**Pedro Fernandes**  
**Managing Director**  
**April 2018**