

Statement of Intent

The objective of the Company Policy is to provide and maintain safe and healthy working conditions, equipment and systems of work for all employees and to provide such information, training and supervision necessary to reduce risk to manageable levels. The company will place Health & Safety above all other values within the business to protect the health and safety of others which may be exposed to business activities.

There is a commitment to provide the necessary resources both physically and financially to enable employees and supply chain partners to discharge their duties in respect of health and safety which may arise at their place of work or as a result of their work activities.

This is achieved through the adoption of a Health & Safety Management System, the primary objectives of which are:

- 1) To achieve and maintain a level of Health & Safety which enhances the Company's reputation within the construction industry
- 2) To ensure compliance with relevant statutory health & safety requirements in services provided by Lakesmere
- 3) To be proactive in preventive measures.
- 4) To plan and manage continual improvement of the Health & Safety issues, through the use of objectives, audits, analysis of data and supplier and client feedback.

Top Management will hold regular meetings to review the Health & Safety Management System, the objectives and the Key Performance Indicators used within Lakesmere.

The Company employs a dedicated Group Compliance Manager who holds the authority of the Managing Director on H&S matters and coordinates the internal support team for the business needs.

All employees are required to take an active part in the implementation of this policy during the execution of their duties. Any employee who wilfully contravenes a Company rule or legal requirement concerning health and safety or who fails to take reasonable measures to protect the health and safety of themselves and others may be liable to disciplinary action.

This policy is explained to each new employee by the Departmental Manager or the Group Compliance Manager.

All sub-contractors and self-employed persons contracted by the Company are bound by all current legislation and the Company Safety Policy.

Signed by



Matt Nicholson
On behalf of the Board of Directors
May 2015