

## Health and Safety Policy Statement

It is a policy of International Synergies Ltd (ISL) to ensure, so far as is reasonably practicable, the health, safety and welfare of all of its employees and all other persons who may be affected by our undertakings.

ISL acknowledges the key to successful health & safety management requires effective policy, organisation and arrangement, which reflect the commitment of senior management. To sustain that commitment ISL will continually measure, monitor and revise where necessary, an annual plan to ensure that health and safety standards are adequate.

Adrian Murphy will implement ISL's health and safety policy and recommend any changes to meet new circumstances. Instructions will be carried out through the normal chain of management. ISL recognises that successful health and safety management contributes to successful business performance and will allocate adequate finances and resources accordingly.

The management of ISL looks upon the promotion of health and safety measures as a mutual objective for themselves and their employees at all levels. It is therefore, the policy of ISL to do all that is reasonably practicable to prevent personal injury and damage to property. Also, ISL aims to protect everyone, including members of the public, insofar as they come into contact with the company or its activities, from any foreseeable hazard of danger.

All employees have duties under the Health and Safety at Work Act 1974 and they have responsibility to take due care of the health and safety of both themselves and others, and to ensure that they do not endanger other persons by their acts or omissions. They must co-operate with the company in order for it to comply with the legal requirements placed upon it and in the implementation of this policy.

ISL will ensure continued consultation with the workforce to enable all viewpoints and recommendations are discussed at regular intervals.

ISL will ensure a systematic approach to identifying hazards, assessing risks, determining suitable and sufficient control measures and informing employees of the correct procedure.

ISL will provide, so far as is reasonably practicable, safe places and systems of work, safe plant and machinery, safe handling of materials and substances, the provision of adequate safety equipment and ensure that appropriate information, instruction, training and supervision is given.

The company regards all health and safety legislation as the minimum standard and expects people to achieve their targets without compromising health and safety.



Peter Laybourn  
**Chief Executive Officer**  
**International Synergies Limited**

23<sup>rd</sup> November 2009