



GROUP PPE POLICY

GEOFFREY OSBORNE LIMITED AND SUBSIDIARY COMPANIES

1. INTRODUCTION

Our Health and Safety Policy Statement states that Geoffrey Osborne Limited is committed to continuously improve health and safety throughout its activities, and that it accepts responsibility to do everything reasonably practicable to prevent injury and ill health. In support of this objective, it is Group Policy that a minimum requirement for the wearing of PPE is clearly stated for all construction sites. This includes work inside occupied premises such as housing and maintenance contracts.

2. REQUIREMENTS

- a) This policy requires that the following minimum personal protective equipment (PPE) must be worn or risk assessed out on sites, at all times:

- Helmet
- High visibility upper body clothing
- Safety footwear
- Protective eyewear
- Protective gloves

When we are operating in an environment that has a more stringent PPE policy than this Group Policy, then it is the policy of the Company that our employees and contractors comply with the more stringent policy. Examples of such include work for the Highways Agency and Network Rail.

- b) This policy must be complied with by all persons on all Group construction sites, including all employees, contractors, the self-employed and visitors.

- c) Exemption to this policy may be identified by a written risk assessment, carried out by a competent person.

- d) (i) All persons are exempt from this policy while inside site accommodation units.

(ii) Wherever practical, a clearly defined safe walking route shall be identified from the site entrance to the site offices. While on this safe walking route persons are exempt from the requirements of the policy.

(iii) All other areas of site are covered by this policy, including compounds and stores areas.

(iv) For works in occupied premises (e.g. housing, maintenance contracts), operatives are not required to wear protective eyewear or gloves when meeting with the occupier, but must comply with this policy when carrying out the actual work.

3. PROVISION OF EQUIPMENT

The Company will provide all of its employees with the appropriate PPE in line with this policy, at no cost to the employee. PPE will be replaced at no cost when it is worn or damaged and no longer suitable for use. Where employees need to wear prescription glasses, the Company will provide either protective over-glasses or single vision prescription safety glasses.

It is not Group Policy to provide persons not in our employment with PPE, however it is recognised that local arrangements may wish to provide a limited number of persons with PPE.

4. DISCIPLINARY PROCEDURES

Non-compliance with this policy, or failure to enforce its requirements, may result in disciplinary action being taken under the Company Disciplinary Procedure.

5. DIRECTOR'S STATEMENT OF INTENT

The foregoing is the Group PPE Policy of Geoffrey Osborne Limited and Subsidiary Companies. It applies equally to all employees, self-employed or sub-contractors under the control of the Company. It has been agreed by the Executive Committee and has the full backing and authority of the Board of Directors.

Signed
Phil Shortman
Group Board Director responsible for Safety
1 April 2009