

## Health & Safety Policy



### Health & Safety Policy Statement

Tilfen Land Ltd, will organise its activities in accordance with the following stated policy

1. It is the policy of the Company that all of its activities are to be conducted in a manner which will safeguard the health, safety and welfare of all employees at work, and any persons who may be affected by its activities.

The Company will endeavour to anticipate and identify any risks that may be foreseeably encountered in the course of its work as property developers and investors, and will incorporate the appropriate risk reduction and control measures.

2. Specific objectives are:-

- The Company will ensure that employees are properly informed, instructed and trained in the health and safety aspects of their work.
- The Company will ensure accurate reporting and investigation of accidents with a view to achieving reductions in accident rates by the analysis of causes and trends.
- The Company will encourage discussion and consultation with employees with a view to the promotion and development of measures to ensure health and safety at the work place and will monitor the effectiveness of these measures.
- The Company will ensure that adequate resources including financial, are made available to fulfil the requirements of this policy.
- The Company will ensure that all employed contractors have arrangements in place to satisfy the requirements of this policy.

3. Compliance with statutory requirements and codes of safe working practice is mandatory on all employees in the course of their company duties. Staff are to be made aware of their statutory obligation to ensure that they do not endanger the health and safety of others, that they co-operate with the Company in the respect of safety and that they do not interfere with or misuse anything provided in the interest of health and safety.

4. Any failure of any person to carry out their responsibilities under this policy will be treated as a disciplinary matter.

5. This policy will be periodically reviewed to ensure that it remains up to date in respect of the legal requirements and good practice.

signed

A handwritten signature in black ink, appearing to be "J. H. H.", written over a horizontal line.

**Director Responsible for Health & Safety**

**22<sup>nd</sup> June 2009**