

GRH SOLUTIONS LIMITED

Health & Safety Policy

February 1st 2012

It is the policy of GRH Solutions Limited to develop a positive health and safety culture throughout the organization because we believe that high health and safety standards are a pre-requisite in the pursuit of company efficiency and competitiveness.

To achieve this GRH Solutions Limited will progressively identify all workplace hazards and take appropriate measures to eliminate or control risks to employees and others affected by our operations by applying positive control standards and provision of information, training and supervision as needed.

Employees are reminded that they have a duty to ensure that the Company's Health and Safety Policy is observed and in particular they are required:-

- To take reasonable care for their own health and safety at work and of those who may be affected their actions, or by their omissions.
- To co-operate with their employer to ensure that any duty, or requirement, for health and safety imposed upon their employer by law is performed or complied with.
- Not to intentionally, or recklessly, interfere with or misuse anything provided in the interests of health, safety or welfare.
- To report to supervisory staff hazardous conditions or defects in the company safety arrangements.

The company recognizes that it has the ultimate legal responsibility for health and safety. Accordingly the Managing Director accepts overall responsibility for policy formulation and implementation. In turn, all levels of management and all supervisors are responsible for carrying out those health and safety duties placed on them. The Managing Director will ensure that the safety plan includes sufficient resources for the successful implementation of the Health and Safety Management Policy.

Where appropriate, the monitoring and review of GRH Solutions Limited's Health and Safety Management Policy will be carried out by the Health and Safety Management Committee under the direction of the director responsible for health and safety within the Group who will be appointed from time to time by the Managing Director.

Development of the Health and Safety Management Policy will be conducted through the normal business meetings where health and safety will be given standing equal to other activities of the business.

GRH Solutions Limited will appoint a number of competent persons to assist the company directors implement this policy. The Safety Officer's role is to provide independent and authoritative advice to managers with individual responsibilities for health and safety.

All Concerned



Mr. Graham Harraway AIPHE RPP RHP

Director

GRH Solutions Limited