



Health and Safety Policy Statement

It is the policy of City Link throughout all of its operations to eliminate wherever possible and otherwise minimise the health & safety risks and hazards of its activities. This means we shall:

- Only carry out work when we thoroughly understand and can effectively control the risks.
- Provide all of our colleagues with the training and tools to do their job safely and effectively, and to contribute their views to the management of health and safety.

In addition to protecting our colleagues we are also totally committed to preventing workplace injury or illness to any of our contractors, customers and members of the public.

We recognise a healthy and safe working environment is vital to achieving operational excellence. A process of systematically identifying, assessing and controlling hazards and risks is achieved by working to the OHSAS 18001 health & safety management system, whilst taking into consideration the health and safety requirements of both our customers and Rentokil Initial Group. Adequate arrangements are made to maintain this system and to provide appropriate financial and physical resources for its implementation.

Our health & safety organisation and arrangements identifies the responsibilities of all managers and details the arrangements both for the control of hazards which could arise from the activities of their operations including:

- The robust and sustainable management of Occupational Road Risk
- The consultation and communication of health and safety matters with all of our colleagues at every relevant stage.
- The arrangements for monitoring and reviewing health and safety performance using common key performance indicators to not only comply with legal requirements but also to secure progressive improvements.
- Providing the necessary training and instructions for our colleagues to ensure competence to perform their duties safely and efficiently.

We are members and Gold award winners of RoSPA (The Royal Society for the Prevention of Accidents), members of BSC (British Safety Council), play an active role in the PCSA (Parcel Carriers Safety Association) and recognise that doing our job the right way makes sound business sense.

In partnership with the Company, all colleagues generally are expected to support and implement this Policy wholeheartedly as a prime responsibility and duty. They must therefore:

- Become and remain familiar with and conform at all times to the Company's policies and rules on Health & Safety at Work.
- Work in a safe and efficient manner at all times, taking into account the safety of others as well as themselves.
- Use safety devices and wear personal protective clothing as supplied.
- Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare.
- Co-operate fully on any matter relating to health & safety.
- Report and assist in the investigation of all accidents, hazards, damage and other incidents at the workplace, regardless of the severity and whether personnel are injured as a result or not.

The Company will strive to continuously improve health & safety in all of its activities to ensure we provide a healthy and safe working environment for all.