

Health and Safety

- 1 This document constitutes Pro-Active Audio's statement of general policy with respect to health and safety at work of its employees, as required by Section 2(3) of the Health and Safety at Work etc. Act 1974.
- 2 It applies to all its employees, operations and premises and provides for the management of health and safety throughout the organisation.
- 3 This policy statement will be formally reviewed every 3 years and updated or amended as necessary. It is signed by the Managing Director.
- 4 This policy statement will be brought to the attention of all the Company's employees and to any other parties, such as contractors or partners, thought to require such information, whenever it is significantly revised.
- 5 The Company hereby fully accepts its responsibility to achieve high levels of health, safety and welfare for its employees and the health and safety of others affected by its activities. The Company welcomes the Health and Safety at Work Etc. Act 1974, as a means of promoting standards of health, safety and welfare and will comply with the provisions of the Act, other relevant statutory provisions and any Approved Codes of Practice.
- 6 Pro-Active Audio Ltd recognises and accepts its responsibility as an employer for providing a safe and healthy work place and working environment for all of its employees where this is reasonably practicable.
- 7 In particular, the Company's aims are:
 - a. To provide and maintain safe plant and equipment.
 - b. To establish, document and maintain safety systems of work and ensure safe places of work for employees.
 - c. To ensure the safe use, handling, storage and transport of "articles and substances" which are inherently or potentially hazardous to health.
 - d. To give such information, instruction, training and supervision as is reasonably necessary for the establishment and maintenance of safe systems of work and safe places of work.
 - e. To also ensure that persons, not being Company employees, are not exposed to hazards arising from any operation undertaken by the Company. To further ensure that premises, and plant in premises, which are under the Company's control do not give rise to any hazards to those who use such places.
 - f. To provide a safety control framework (covering design, commissioning of work, its planning and execution) for all installation and construction work where the Company is the client and where it is required by regulation. To assess contractors, of all types, engaged by the Company to ensure they have the potential to maintain adequate levels of health & safety performance.
 - g. To assess the risk to the health and safety of employees and others to which they are exposed whilst at work or in connection with the conduct of the Company's undertaking. To identify the measures needed to comply with the requirements of statutory provisions and minimise risk.
 - h. To encourage and facilitate employees at all levels to develop an awareness of health and safety as an integral part of their work.
 - i. To develop an effective joint consultative mechanism between the Company and its employees on all health and safety matters that may affect them.
 - j. To provide adequate welfare facilities.
 - k. To regularly check that these aims are met through active and reactive monitoring.
- 8 The Company will allocate sufficient resources in terms of time and/or finance to enable the aims to be met. The aims will be subject to review and can be amended through joint agreement should this prove necessary.

- 9 Without detracting from the primary responsibility of managers and supervisors for ensuring safe conditions of work, the Company will provide competent technical advice on safety and health matters where this is necessary to assist line management in its task.
- 10 No safety policy is likely to be successful unless it actively involves workpeople themselves. The Company will therefore co-operate fully in the appointment of Safety Representatives and will provide them where necessary with sufficient facilities and training to carry out this task. The Company reminds its employees of their own duties under Section 7 of the Health and Safety at Work etc. Act;
- to take care for their own safety and that of others
 - co-operate with the Company so as to enable it to carry out its own responsibilities successfully
 - not interfere with anything provided for safety
 - to undertake training in all relevant health & safety aspects of their work
 - to report any accidents, incidents or 'near misses'.



Signed

Managing Director

25 March 2009