

## ZIRCOM DATA COMMUNICATIONS LTD

### HEALTH AND SAFETY POLICY STATEMENT

Zircom Data Communications Limited recognises its responsibility for the Health and Safety of all employees and others who may be affected by the Company's activities. The discharging of this responsibility is regarded to be at least of equal standing to the performance of any other function of the Company's business activities. The Company will ensure that adequate resources are available to achieve its Health and Safety objectives and monitor its performance.

The Company requires the active support of its Directors, Managers, Supervisors and Employees to ensure the Health and Safety of all people who are employed or affected by its operations.

The Company will do all that is reasonably practicable to provide and maintain a safe and healthy working environment for all its employees, and to establish a positive Health and Safety culture. This includes:

- complying fully with all relevant Health and Safety Legislation;
- ensuring Directors, Managers, Supervisors and Employees are made aware of their responsibilities and duties in respect of Health and Safety and that they are given sufficient information, instruction, training and supervision to enable them to carry out their duties safely;
- avoiding the use of hazardous materials, plant and equipment. When this is unavoidable, the risk to health and safety will be assessed and effective control measures instituted;
- designing all new plant, equipment and systems of work so that they are safe, and that the health and safety implications of any building alteration, change to plant or system of work are assessed and any necessary safeguards incorporated;
- establishing and maintaining safe means of access to and from all places of work under the Company's control;
- maintaining plant and equipment in safe working order;
- ensuring that all safeguards and control measures are maintained in efficient working order;
- establishing and maintaining safe systems of work and safe operating procedures for all operations including servicing and maintenance;
- regularly reviewing safeguards, control measures, systems of work and operating procedures to ensure they continue to maintain a healthy and safe environment;
- consulting employees and their representatives to secure their active co-operation in the development and operation of measures to protect the Health and Safety of Employees and others who may be affected by the Company's activities;
- providing adequate hygiene, sanitary and welfare facilities;
- ensuring that occupational injuries, illnesses and dangerous occurrences are properly recorded, investigated and any necessary remedial action taken promptly;

P Knight  
Business Director