

Health and Safety Management Statement

CDS is fully committed to protecting the health and safety of its employees and visitors to its many business units.

We have a comprehensive and fully documented Health & Safety Management System that:

- 1 provides the framework within which all our business units operate
- 2 is sufficiently flexible to accommodate our diverse range of activities

The Directors of CDS recognise that effective safety performance can only be achieved by enthusiasm and active interest at all levels within the company. The Management System is available to all staff and everyone is encouraged to participate in its day-to-day operation.

All new staff will be provided with health & safety awareness training as part of their induction programme, and job-specific and refresher training will be given at regular intervals or as required.

All visitors and contractors working on CDS premises will be made aware of any health and safety issues or precautions as required.

Health and Safety Policy

CDS recognises that healthy and safe working conditions and practices are vital to achieving business excellence. We therefore aim to conduct our business in a way that presents no risk of injury or ill health to our employees, suppliers, visitors or customers, and prevents damage to our plant, equipment, materials or any other property as a result of accident, fire or other dangerous occurrences. We will also seek to ensure that all of our activities comply fully with relevant health and safety legislation, the requirements of OHSAS18001 and perceived best practice wherever reasonable and practicable.

This is a process of continuous improvement and relies primarily on the systematic identification, assessment and control of hazards and risks, underpinned by awareness of the relevant legislative requirements. Additionally CDS will set objectives and targets, and measure and monitor their achievement through regular inspections, audits and the thorough investigation of accidents and incidents.

The success of this policy requires the involvement and commitment of everybody in the company, and strict compliance with the CDS Health and Safety Management System. CDS places a primary responsibility on line management to ensure the implementation and maintenance of health and safety controls and procedures.

We are committed to making available adequate resources to fulfill this policy, and ensuring that our staff are consulted and involved at every relevant stage. In return, we ask that everybody in the company work in a way which presents no risk to themselves or others, and meets the company's expectations.

Every employee of CDS has a legal obligation to co-operate in the day-to-day implementation of this policy and to take reasonable care for their own health and safety and the safety of other people who may be affected by their acts or omissions.

Our corporate objectives are to:

- 1 Achieve zero days off work due to workplace accidents
- 2 Ensure all personnel are aware of their responsibilities for Health & Safety
- 3 Ensure >90% of employees are in date for the appropriate Health & Safety training
- 4 Minimise the number of injuries or work-related ill health
- 5 Ensure the requisite number of First Aiders are maintained in every location
- 6 Maintain a system to monitor and report unauthorised absences by identifying trends in unauthorised absence
- 7 Promote an appropriate work/life balance
- 8 Maintain certification to OHS18001 and when appropriate, transition to ISO 45001

A handwritten signature in black ink, appearing to read 'Fergus Bailie', with a horizontal line extending to the right.

Fergus Bailie

Chief Executive Officer