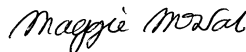


## General Policy Statement

1. As a company, McNab Sport is committed to ensuring the health, safety and welfare of our employees, so far as is reasonably practicable. We also fully accept our responsibility for other persons who may be affected by our activities. We will take steps to ensure that our statutory duties are met at all times.
2. We believe that accidents and injuries in the workplace are preventable and unacceptable, and that work-derived ill health has no place in today's workplace.
3. We believe that the management of employee health and safety at work is as important as our other business activities.
4. It is the duty of the Directors to ensure that all processes and systems of work are designed to ensure healthy and safe working and are properly supervised at all times. The day-to-day maintenance of these processes and systems is the responsibility of Company Managers and Supervisors, as is the compliance of staff with our authorised safe systems of work.
5. In order to ensure that the workplace and work activities are safe and without risks to health, we shall undertake and review, as required, risk assessments of all significant activities and from these derive documented safe systems of work. The findings from risk assessments shall be made available to all staff.
6. We shall appoint Competent Persons to assist us in meeting our statutory duties including, where appropriate, specialists from outside the company.
7. Every employee is expected to co-operate with us to enable us, as an employer, to comply with our statutory duties because effective health and safety in the workplace requires total commitment from all employees. Each employee has a legal and moral duty to take reasonable care for his or her own health and safety as well as the safety of others who may be affected by his or her acts or omissions. Full details of the company's arrangements for health and safety are set out in separate documents.
8. We will give each employee such information, instruction and training and provide such supervision as is necessary to enable him or her to safely perform their work activities.
9. Adequate facilities and arrangements will be maintained to enable employees or their representatives to raise health and safety issues.
10. The Management will regularly monitor this Policy to ensure that our objectives are achieved. It will also be reviewed and, if necessary, revised in the light of legislative or organisational changes.
11. Full details of the arrangements for Health and Safety are maintained in our Health, Safety and Environmental Manual, held in the Office at Kinross and in each company vehicle.

Signed **Maggie McNab**  
Managing Director



Date: 02/11/2020

**Duncan C. McNab**  
Company Secretary /  
Sports Surface Contractor



Date: 02/11/2020