



## HEALTH AND SAFETY POLICY

1. PDi declare that the protection of the health and safety of our employees and all those associated with our work be the highest priority. Consequently, PDi will work to provide a safe and risk free workplace and will integrate the protection of health and safety into the management of its operations.
2. PDi respects the laws, regulations and working practices of all the countries in which we work and in particular the Health and Safety at Work Act 1974. We will adopt the required standards and will ensure our operations meet or exceed legal requirements.
3. Specifically PDi will:
  - Create a culture where Health & Safety considerations are integrated into all our activities.
  - Conduct our business as a responsible corporate member of society.
  - Be committed to continuous improvement in all aspects of our Health & Safety performance.
  - Aim to eliminate all incidents and injuries.
  - Investigate all safety-related incidents and all accidents.
  - Be among the best in Health & Safety performance.
4. The Chairman is responsible for the implementation and monitoring of this policy and is committed to regular consultation with staff and all concerned to ensure that the policy operates effectively and that health and safety issues are continually reviewed. The company will systematically evaluate the implementation of this policy through periodic audits and take appropriate corrective measures. Safety performance will be monitored and a record kept of all safety-related incidents and accidents. The system of audit, monitoring and recording will form the basis of the continuous improvement programme.
5. Adherence to this policy is a contractual requirement of employment for all employees. Similarly it will be a requirement in all contracts and subcontracts that the company may use in the course of our business. It is the responsibility of the Managing Director to ensure that all those associated with our operations are aware of and abide by the requirements of this policy and receive particular advice, information, training and supervision.
6. Specifically Employees will
  - Take all practical measures to ensure their own health and safety and the health and safety of others that might be affected by their activities.
  - Co-operate with the Company on all aspects of health and safety.
  - Report to a Director any hazards that they identify and all accidents and incidents whether injury is sustained or not.
  - Dress safely for the work to be undertaken.
  - Attend required health and safety training and utilise PPE when required.

PDi recognise that much of our work will be done at offices, sites and installations not administered by us. However, it is the company's policy that at no time should our employees or those working for us be exposed to risk of injury. The Company will therefore support whatever actions an individual reasonably takes to correct a risk or remove him or herself from a potential risk of injury or an unhealthy situation.

A handwritten signature in black ink, appearing to read 'Hugh Frayne', is positioned above the printed name and title.

**Hugh Frayne**  
Chairman