Health, Safety & Welfare Policy Statement

It is the continuing policy of Grontmij to meet all legal requirements related to its activities so far as it is reasonably practicable to do so. Grontmij will strive to achieve the highest standards of health, safety and welfare in the interests of protecting its employees and all other people who may be affected by its activities. We embrace this as part of our ongoing Corporate Social Responsibility.

The company operations are supported by an Integrated Management System and holds certification for OHAS 18001:2007. Grontmij actively maintains this certification viewing it as a basic standard on which we fully expect to build and exceed our safety performance targets, year on year. The company regards its responsibilities towards health and safety as critical to all its operations and will always provide sufficient resources for the full implementation of this policy.
Health and Safety performance is reviewed on a regular basis, to set and maintain objectives for improvement, development and implementation of action plans in support of continual improvement.

In support of its duty to consult with employees, the company has established a health and safety committee with an employee representative in each office, to consult on matters of health and safety, to encourage positive employee participation, effective communication, and to promote co-operation throughout the business.

Each employee is aware that the Health & Safety at Work Act 1974 imposes on them a duty to take reasonable care not only with their own health and safety at work, but also a duty to protect others who may be affected by their acts or omissions.

The company has effective management systems in place to ensure that its activities do not adversely affect non employees, and actively co-operates with others who have an interest in health and safety, including employers, clients, designers, contractors and enforcing authorities. Where the company occupies shared premises, it co-operates with existing occupiers to ensure a safe and healthy environment for all within those premises.

Grontmij commits to maintain a healthy and safe working environment for all employees, identifying hazards and controlling risks in relation to all our operations. The company ensures that employees are competent to carry out the duties required of them by providing supervision, information, instruction and training in accordance with their roles and duties.

This Policy Statement is displayed at all company offices and available to all employees through the company Intranet and to all interested parties on request. The organisation and arrangements for implementation of this Policy are also freely available to all employees via the Intranet.

The Health and Safety Policy is reviewed on an annual basis by Senior Management Review and/or when significant changes in legislation or to company structure bring influence on its validity.

Signed:

John Chubb - Managing Director **Date: 11 January 2011**

Next review due January 2012