

The Managing Director recognises and accepts his responsibility, as an employer, for providing a safe and healthy environment for all employees and others, including contractors, visitors and the public, who may be affected by Ham Baker Group work activities.

Health and safety is everyone's responsibility, and employees and sub-contractors alike are expected to do their part in ensuring Ham Baker and client sites remain a safe place of work.

Ham Baker encourages open communication on all aspects of health and safety and will engage with the workforce in a system of joint consultation and involvement. This will be achieved through the Health & Safety Committee, and the Business Improvement Group. The cooperation and sharing of information and practices with clients and suppliers will be encouraged.

Ham Baker Group undertakes to comply with all statutory health and safety requirements. The Board is aware of the damage accidents can cause to people and the business alike, in terms of injury, ill health, disruption, downtime and cost.

The Group manage occupational health & safety through a management system in accordance with ISO18001, and will seek to continually develop and improve working practices, systems, and procedures to protect and add value to our operations.

Reasonably practicable resources will be made available to control hazards and reduce the risk of injury to its employees and others, and the risk of damage to property and equipment.

Ham Baker Group will ensure that sufficient information, instruction, training and supervision are provided to ensure all employees are aware of the hazards at their workplace, together with the necessary measures to be taken to protect against these hazards.

The Group's capability and performance will be managed by the HR / Compliance Director, and will be continually assessed through ISO18001 audits, and annual management review.

Annual targets and objectives will to be developed in conjunction with both internal and external stakeholders.

A handwritten signature in black ink, appearing to read "S. Bailie".

Mr. S. Bailie
Managing Director – Ham Baker / Adams

Date: 1st April 2010

A handwritten signature in black ink, appearing to read "S. Atwell".

Mr. S. Atwell
Managing Director – Ham Baker Pipelines

Date: 29th April 2010