

COMPANY POLICY STATEMENT



J P Group is committed to the supply of quality products and services delivered to our clients on time at competitive market prices, whilst taking all practicable steps to safeguard the health, safety and welfare of all employees and others affected by our operation to prevent accidents, near misses, injury, ill health, material loss, property damage, conserve clients resources and prevent pollution.

J P Group is committed to actively managing its operation to ensure continued customer satisfaction, reduce its impact upon the environment, and to control the health and safety risks presented by its operation, ensuring that a safe and secure working environment is maintained. This commitment extends to the continued compliance with current and future legislation and recognised good practice. To this end close co-operation shall be maintained with our personnel, clients, subcontractors, suppliers and other persons as appropriate to reduce inherent risks and impacts so far as is reasonably practicable.

Continuous achievement of these objectives will allow J P Group to gain market share thus providing return for stakeholders and stability for employees. In support of this continuous improvement the organisation will establish annual objectives and monitor progress toward their achievement.

In order to achieve our objectives a management system shall be maintained and developed to ensure continued satisfaction of this policy. These arrangements shall be documented as appropriate, and compliance with written procedures is mandatory for all personnel. It is essential that all personnel understand the company's commitment to quality, environment, health, safety and welfare as each employee has a role to play in ensuring that our systems are effective. This commitment extends to the continual improvement of the management system and its application to our operation.

Whilst the implementation of this policy and the provision of adequate organisation, resources, training and arrangements is a management responsibility, the full co-operation of all employees is essential to its success. It is the responsibility of employees at all levels to act responsibly and to do everything possible to prevent injury to themselves, colleagues, visitors and the general public, through their acts or omissions. In particular employees have a responsibility to work safely and responsibly, report shortfalls in arrangements, incidents and near misses that could create unsafe or unhealthy conditions, observe company requirements and rules on health, safety, welfare and environmental issues and to comply with statutory obligations.

Employee involvement is actively sought to ensure that hazards and potential impacts are identified, appropriate controls implemented and potential improvements realised in a timely fashion. This is further demonstrated by the implementation of a behavioral safety program.

Advice on quality, environmental, health, safety and welfare issues can be requested directly from the internal health and safety department, who may on consideration, take advice from external organisations as appropriate.

This policy shall be maintained on the company website and displayed in a prominent position at all sites where the company operates and will be subjected to annual review to ensure its continued pertinence. Attention shall be drawn to this policy during induction to ensure that employees, sub-contractors and clients are aware of JP Groups commitment.

Handwritten signature of T J Parrott in black ink.

T J Parrott
Chairman

Handwritten signature of M Walters in black ink.

M Walters
Managing Director

5th January 2011