

POLICY STATEMENT

THE GIFFEN GROUP PLC HEALTH & SAFETY POLICY

The Company's long established belief is that people are its most valuable asset. It is, therefore, the Company Policy that all reasonably practicable measures are taken to ensure the health, safety and welfare of all its employees, sub-contractors and others who may be affected by the way it carries out its business.

The Company requires due allowance to be made, alongside other business considerations, to ensure that the following objectives are achieved:

- Places of work are safe and without risks to health.
- Systems of work that are safe and without risks to health.
- Plant and machinery is safe and without risks to health.
- Information, instruction, training and supervision are provided as necessary to achieve these objectives.
- Reasonable welfare facilities are provided.
- To comply with the Health and Safety at Work etc. Act, 1974 and other relevant legislation, Network Rail and London Underground standards and procedures.

As Chairman, it is my responsibility to ensure that the Company's Policy is implemented and to this end and in recognition that injury damage and loss can be avoided I accept responsibility for co-ordinating the overall effectiveness of health and safety within the Company and ensuring appropriate resources, whether financial or personnel, are made available.

The general requirements of this Policy statement are given effect through the Company's Health and Safety Management System and Procedures which describe in appropriate detail the individual responsibilities that have been delegated to specific duty holders who will be accountable for their implementation and are expected to actively apply this Policy, Management System and Procedures and contribute to its continuing development.

In pursuance of the Company Policy objectives all employees should work in accordance with the Company's Health and Safety Management System and Procedures and in addition to fulfilling their own specific responsibilities conduct themselves in a way that enhances their own health and safety.

The Company is committed to seeking to continually improve the standards of health and safety throughout the business. The SHEQ Group Meeting will therefore set key performance indicators in an Annual Safety Plan and regularly review progress in achieving the specified targets.

This Health and Safety Policy will be reviewed on an annual basis unless statutory requirements necessitate an immediate amendment.



Jonathan Giffen,
Chairman,
30th January 2009