

This is the Health and Safety Policy Statement of Avis Group We will;

- Provide adequate control of the health and safety risks from our work activities.
- Consult with our employees on matters affecting their health and safety.
- Provide and maintain safe plant and work equipment.
- Ensure safe handling and use of substances.
- Provide suitable information, instruction, training & supervision for employees.
- Ensure that employees are competent to do their work.
- Prevent accidents and work related ill health.
- Maintain safe and healthy working conditions.
- Review and update this policy as necessary at regular intervals, at least annually.
- Treat health and safety with equal importance to financial management.
- Make available sufficient financial resources to implement the policy.

We will ensure the health, safety and welfare of employees, so far as is reasonably practicable, to comply with the Health and Safety at Work Act 1974 and all other legislation made under the Act.

We will follow the UK Approved Code of Practice where available and any other country's laws and guidelines when we visit that country. We will maintain high standards for health, safety, fire, security and the environment. We will identify risks and put systems in place to eliminate, reduce and control those risks. We know that a good safety record goes hand in hand with high productivity and standards.

Senior Management will actively lead health and safety by;

- Planning the direction for health and safety, ensuring that we 'own' and understand the key safety issues and deciding how best to communicate and champion health and safety.
- Delivering health and safety through the provision of adequate resources, competent advice, risk assessment and employee involvement.
- Monitoring health and safety by considering pro-active information as well as reactive accident statistics, from the results of audits, ensuring that the impact of any change is reported to the Governing Body and ensuring a procedure is in place to consider new laws and external developments.
- Reviewing health and safety by ensuring our policy reflects the organisation's current objectives, overseeing the effectiveness of reporting of risk management systems, by examining health and safety failings, deciding actions required to address any weaknesses and considering immediate reviews in the light of major shortcomings.

Signed

A handwritten signature in black ink, appearing to be "Jon Hayward".

Jon Hayward
Managing Director

Date: 7th January 2020