



GROUP POLICY ON HEALTH AND SAFETY - GENERAL STATEMENT

UBC Group Ltd and associated Companies are subsidiaries of UBC Holdings Ltd and collectively all companies will be referred to in this policy as 'the Group'.

It is the stated policy of the Group to take all reasonable measures to ensure the health, safety and welfare at work of all persons to fulfil of our moral, legal and economic responsibilities. The resultant procedures and measures will be aimed at protecting all persons, both employees and other persons who may be affected by our work activities.

Safety, Health & Environmental (SHE) procedures will be subject to continual pro-active improvement and monitoring by management. Any improvement identified will be publicised throughout the Group and implemented. SHE performance will be included in monthly Board reports and reviewed on at least an annual basis.

It is a function of management to provide the right circumstances under which work may be carried out safely and to enable the aims of this policy to be realised. To this end management will support the development of procedures to reduce any reasonably foreseeable workplace risk to an acceptable level.

Whilst it is accepted that management has the duty to provide a safe place of work and safe working environment, with the associated level of training necessary to achieve this, it is recognised that Employees also have duties to assist management in complying with their duties. Hence any safety concerns should be pro-actively reported to line management or appropriate safety representatives so preventative action can be taken.

This policy will be kept up to date, particularly as the business size or nature of work changes. As it is recognised that SHE has a direct impact on the effectiveness of the business, the policy with its organisation and arrangements will be reviewed annually or whenever significant changes are required.

A handwritten signature in black ink, appearing to read 'J. Pedrana', is positioned above the typed name.

James Pedrana
Chief Executive
2nd February 2009