



Bellcare Domiciliary Care Services Limited

Health and Safety Policy
Based on the principles of OHSAS 18001

Health and Safety Policy

Bellcare is committed to health and safety excellence and the protection of our people, our property and the environment. We are committed to ensure the health, safety and welfare of our employees, contractors and visitors.

We set and maintain high standards of health and safety, which aim to match or exceed current industry best practices. We meet these commitments by implementing a comprehensive health and safety management system and continually improving both the system itself and our performance -- in accordance with the principles below. We provide the leadership, management support, communications and resources necessary to do so.

Bellcare recognises that we have legal obligations with regards to the health and safety of our employees, customers and the general public, who are affected by our activities. We will strive not only to comply with the letter of current health and safety legislation and approved codes of practice, but also the spirit in which they were written.

We integrate health and safety considerations into all aspects of our business. We recognise that there is a quantifiable competitive advantage to be achieved through world-class health and safety performance.

Bellcare is committed to:

- At very least meeting all Occupational Health and Safety legislation and guidelines relevant to the company and in most cases far exceed any requirements in order to prevent injury and ill health.
- Providing sufficient resources and equipment to ensure that the Company can operate to the documented Management System across all business functions that conforms to the requirements and principles of BS-OHSAS 18001:2007 and is appropriate to the nature and scale of the companies occupational health and safety risks. The Management System will provide a framework for the setting and reviewing of Occupational Health & Safety Objectives.
- Ensuring that all employees are made aware and understand this policy and their individual Occupational Health & Safety obligations. To this end employees must be fully committed to health & safety to protect themselves, other employees and others who may be affected by their activities.
- Communicating to all subcontractors employed by the Company or any other interested parties of the requirements of this Health & Safety Policy that they shall be required to meet the same objectives in all respects.
- Conducting Risk assessments of all appropriate activities and fully documenting and implementing measures to achieve satisfactory control.
- Ensuring that all personnel are trained to the highest of standards for any duties they are required to perform, and eventualities that may arise as detailed on the Company risk assessments.
- Communicating the promotion of the health & safety of employees is paramount and con-tributes to the success of the business.

- Ensuring that the Company will take all reasonable measures to protect the health and safety of employees and all others who may be affected by our activities.
- Continually improving its Occupational Health & Safety Management System and company performance in Health and Safety.
- Our Health and Safety Policy is monitored and reviewed to ensure that it meets the companies' legislative requirements, health & Safety objectives and targets and remains relevant and effective to the changing needs of our business and customers.

Signed

A handwritten signature in black ink, appearing to read 'G. Stott', written in a cursive style.

Georgina Stott

Date: 21:07:2012 Date of Next review: 21:07:2013