

## **Health and Safety**

The group strives to provide and maintain a safe environment for all employees, customers and visitors to its premises and to comply with relevant health and safety legislation. In addition the group aims to minimise the risk of work based accidents by ensuring systems are in place to address health and safety matters. The group encourages the involvement of employees and aims for continual improvement in health and safety matters through a formal structure with a reporting and review process. Compliance with health and safety policies and legislation is monitored on a country by country basis. The goal of the group is to achieve best practice in all its operations. Progress on implementation of country health and safety plans is closely monitored.

The group's health and safety policy statement, which is published on our website, focuses on establishing a suitable environment, providing proper training and communication with employees.

Reports on health and safety performance are made to meetings of the board on a quarterly basis. A new format of health and safety reporting was introduced in 2007 so that the board can monitor more carefully injury statistics and trends across the group, especially where there are locally notifiable incidents.

A major investment programme in our NDCs over the past few years has given us the opportunity to introduce vehicle movement practices both on branch forecourts and indoors. This has significantly improved the workplace transport flows involved, separating workplace vehicle movements from people movements and significantly reducing the opportunity for accidents.

Brammer's use of vehicles and the composition of its fleet are continually under review to ensure that the most appropriate vehicles are used for delivery from branches. Deliveries from the NDCs to branches are normally carried out by an external logistics company.

A review of Fork Lift Truck ("FLT") procedures took place in 2008 across the group. Following this review, standardisation of external training for FLT drivers is being introduced.

### **Health and Safety in specific countries:**

Brammer UK have accreditation to OHSAS18001: 1999 which require health and safety audits to be conducted at all locations and additional actions and controls have been implemented to ensure that employees can carry out their functions in a safe and effective manner. Investment in automation at the NDC in relation to the picking and despatch processes has led to further reductions in the amount of manual handling.

Other accreditations are 'Safecontractor' for the installation, repair and maintenance of gear box systems at customer premises; and Approved House Assemblies: a certification mark by the British Fluid Power Distributors Association has been obtained.

A driver online assessment programme which was introduced and implemented in 2007 is being extended to all drivers in the near future. The aim is to reduce the number of road accidents involving employees whilst driving company vehicles. Improved reporting of accidents has led to better accident prevention.

In France, the health and safety committee meets quarterly and continuously works on improving safety. This committee has made a major contribution in reducing the number of accidents in the past few years. Road traffic accident prevention has been a major initiative in 2008. Improvements in manual handling training and fire prevention have taken place during the year.

A health and safety committee was introduced in Germany in 2006. The external health and safety expert appointed by Brammer Germany has extended audits to smaller locations.

In Spain, an external expert company ensures compliance with current health & safety legislation. A work risk prevention system has been established and is implementing actions to improve awareness of all employees leading to the prevention of accidents and work related illnesses. Routine medical examinations of employees are carried out in accordance with Spanish health & safety legislation in order to monitor the health of employees.

During 2009 all the FLT's drivers in Spain will be externally trained and tested in the use of such vehicles. They will also have to attend a refresher course. All new starters in the NDCs or warehouses that use FLT's will in future have to provide a certificate to show that they have completed an FLT course. As a result of the Warehouse Risk Evaluation carried out in 2008, there are some improvements being undertaken in order to increase safety and capacity in warehousing operations to increase quality of service, reduce package costs, error rates and transport incidents at branches. These improvements include:

- safety mirrors in corners;
- new plastic pallets;
- new cardboard storage area;
- changes in the packing and dispatching area;
- expansion of shelves in the europallet storage area; and
- marking transit areas for pedestrians and FLT's.

During early 2009, the four Boada branches in Catalonia will be externally audited in order to bring the Boada branches up to the same standards as Brammer Iberia.

In other countries, external safety technicians have been appointed to carry out health and safety training of all employees as well as for new employees.