

HEALTH, SAFETY AND WELFARE POLICY

First Hydro Company regards the management of health and safety to be an integral part of its business activities and as important as the management of all other business activities.

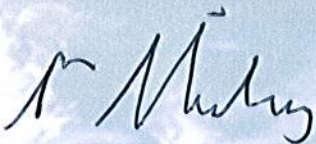
First Hydro Company recognises the value of the positive health and safety culture, which derives from strong leadership and commitment to realistic health and safety objectives designed to bring about continual improvement. First Hydro Company recognises the value of developing the necessary health and safety competencies in all our staff to enable them to discharge their responsibilities safely and without risk to ill health and prevention of injury so far as is reasonably practicable.

The health and safety management system at First Hydro Company will:

- Define the organisation and designated responsibilities;
- Set out the means for planning and implementing the work necessary to ensure the health and safety of First Hydro Company staff and others;
- Establish a framework for setting and reviewing objectives and targets through identifying hazards, assessing and controlling risks;
- So far as is reasonably practicable, provide and maintain a safe and healthy working environment;
- Ensure safe working systems through design, construction, operation, maintenance, and disposal of plant and apparatus to prevent injury and ill health;
- Continue to promote a positive safety culture by observing feedback and training;
- Will encourage our staff to adopt a healthy lifestyle and where possible provide information, training and resources to help facilitate health improvements;
- Ensure there are safe systems of work for all work activities, including work on the "System" which shall specifically utilise First Hydro Company Safety Rules;
- Ensure continual improvement in occupational health and safety management and to review occupational health and safety performance.

People are our key resource and we will encourage co-operation, consultation, and contribution from all in the provision, and continual improvement, of a safe and healthy working environment with compliance to legal and other requirements to which FHC subscribes as a minimum goal.

Reference, Management Systems Manual.



Mike Hickey
Station Manager
First Hydro Company

Revision No: 4
30 November 2011



INVESTOR IN PEOPLE