

HEALTH & SAFETY POLICY

Statement of Intent

AOS, its Board of Directors and its senior management team view the management of the health, safety & welfare of its staff and others as a vital and integral part of the company's overall business plan. The Company also recognizes that it has a duty to manage the risks to the health and safety of contractors and others that may be affected by the Company's operations. The Company understands and embraces the business benefits which come with the effective management of occupational health & safety.

AOS is committed to ensuring, so far as reasonably practicable, the health safety and welfare of its employees, the health & safety of contractors and others that may be affected by the Company's undertakings. This includes a commitment to providing clear top-down leadership on all matters relating the occupational health and safety, properly resourcing the health & safety effort and following a 'best practice' and constant improvement approach where possible. The Company is committed to implementing a full and effective health & safety management system which will serve to put into effect measures to achieve this policy. The Company is firmly committed to the pro-active engagement of its employees in the health & safety ethos including consultation with employees on all matters relating to health & safety management.

AOS is in the position where most of its employees work at client premises. The Company is committed to fostering close working relationships with its clients regarding the management of risks to health & safety so that the actions of neither the Company nor client will have a detrimental effect on any relevant people.


Responsibility

Detailed within the Health & Safety Management System Manual are the responsibilities of all AOS employees. Overall responsibility for health, safety & welfare rests with the Board of Directors. The Compliance Director is responsible for the day-to-day management of occupational health and safety and he is supported by line management, supervisors and employees.

The Compliance Director has responsibility for implementation of the policy and advising the Board on issues relating to the health & safety of employees, contractors and others.

Arrangements

Detailed within the Health & Safety Management Manual are the arrangements for putting this policy into effect.

Signed .....

PositionManaging Director..... Date...02 May 2016