

Our Reference

Your Reference

Date

8 January 2010

Re: Ryan Hanley Occupational Health & Safety Management System
o Occupational Health & Safety Policy
o Occupational Health & Safety Objectives

Dear Colleague,

Please note Ryan Hanley's Occupational Health & Safety Policy & Objectives.

Occupational Health & Safety Policy

It is the policy of Ryan Hanley to, at all times, provide a workplace that will, so far as is reasonably practical, ensure the Safety, Health & Welfare of all employees.

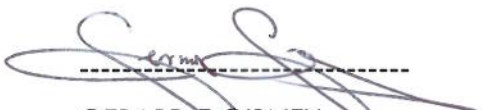
Occupational Health & Safety Objectives

The Ryan Hanley Occupational Health & Safety Objectives are to deliver a sustainable service by;

1. Compliance with Health & Safety legislation
2. Preventing illness and protecting wellbeing of employees
3. Effective communication with staff regarding Occupational Health & Safety issues
4. Promoting Health & Safety awareness in design
5. Continuous improvement of processes
6. Staff Development

Two documents, namely the 'Ryan Hanley Safety Statement' and the 'Ryan Hanley Safety & Health Policy & Arrangements', giving effect to this Policy are available to, and have been circulated to all Company personnel. Each person will be required to read these documents and comply with the Occupational Health & Safety Management System at all times.

Yours sincerely,


GERARD F. GIBNEY