

SENIOR MANAGEMENT HEALTH AND SAFETY PLEDGE

Promise

On behalf of Countryside Properties (UK) Ltd I pledge my support and commitment to a culture and environment where health and safety leadership is embedded into our business ethics. I shall do this by taking the following action:

Leadership

I will demonstrate and develop visible, felt, leadership skills and improvements in health and safety culture, personally monitor behaviour, allocate resources to achieve targets and lead by example. I will empower our managers and supervisors to lead their areas of the workforce to help our organisation to achieve a positive, safe and healthy working environment.

I will demonstrate this through:

- Promoting health and safety as first on the agenda throughout all relevant areas in the organisation.
- Regular visits to the Group's construction sites to;
 - Review high risk activities including, traffic management, public areas, lifting operation and work at height.
 - Seek time to communicate with site management and the workforce on health and safety issues.
 - Encourage and promote improvements in standards of health, welfare and housekeeping.

Endorse

I will support the maintenance and continuous improvement of a health and safety management system that is appropriate to the size of our organisation and nature of our business. I will ensure adequate resources and abide by the health and safety policy, procedures and risk assessments.

Discuss

I will collaborate with my counterparts, discuss and share best practice and commit to actively encouraging and supporting peer reviews and site reviews.

Gain buy-in and support

I will support worker involvement and engagement and consult with them on all matters of health and safety. I will give them ownership and empower them to make decisions.

Encourage risk reduction

I will ensure that health and safety is given the same priority as production and profit. I will commit to providing the resources required to implement effective risk control throughout the Group. I support continuous improvement in the work environment and will identify and immediately report any hazardous conditions that could cause harm.

Signed on behalf of Exco:



Iain McPherson – Group Chief Executive