

This statement should be read in conjunction with Divisional health and safety policies and documents which set out specific responsibilities and arrangements by which health and safety is to be organised, implemented and monitored within each Division.

John Menzies plc, is fully committed to providing a healthy and safe working environment for its employees and anyone else involved in its work activities, and will take all reasonably practical steps to provide and maintain safe systems of work throughout all of its undertakings. It recognises that in striving for continuous improvements in health and safety performance it is contributing to the well-being of its employees and the overall efficiency and profitability of the organisation.

John Menzies plc considers that health and safety should be an integral component of all management systems and that meaningful communication and co-operation between management and employees is essential for the achievement of the highest standards in health and safety at work.

Ultimate responsibility lies with the Group's Board of Directors. However, the Company's disposition is such that the planning, organisation, control and monitoring of health and safety is delegated to the Aviation and Distribution Divisional Operations Boards and their line management, with specialist advice being made available where necessary. The Directors and Managers are required to:-

- Establish and maintain a workplace which is, so far as is reasonably practicable, healthy and safe to ensure that employees, visitors and the environment are not exposed to risks arising from business activities.
- Provide employees with adequate supervision, information and training so that they are aware of workplace hazards, know the importance of reporting or eliminating hazards and can fulfil their duties safely without risk to themselves, their colleagues or anyone else affected by work activities.
- Consult with employees on matters affecting their health and safety and encourage them to bring to the attention of Management any proposals for the improvement of health and safety standards.
- Ensure adequate records are maintained with regard to: risk assessments, employee training, work equipment inspections and fire procedures, and that these are readily available for inspection by enforcing authority officials.
- Ensure that continual attention is paid to the provision of health and safety information, supervision and training for all employees.

John Menzies plc firmly believes that a progressive improvement in health and safety standards can only be achieved through a constant development, implementation and review of health and safety policies and procedures. A healthy and safe workplace, however, will only exist if employees accept responsibility for their own health and safety and for the health and safety of other persons who may be affected by their work activities. We should all work as a team to raise awareness of the need for health and safety at work and to ensure that health and safety procedures and policies are followed.

John Menzies plc is committed to making sure that the activities of the company are safe for employees and non-employees. The company will do all that is reasonably practicable to ensure a safe and healthy working environment and safe working methods.

Paul Dollman
Group Finance Director
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