



HEALTH, SAFETY AND ENVIRONMENTAL POLICY STATEMENT

It is essential that the principles set out in this document be faithfully applied in order to minimise and avoid any serious accidents or incidents within our workplace and that of our customers and suppliers.

In carrying out its activities, AEL (Aberdeen) Ltd recognises that its workforce is a key resource and it is the Company's policy to prevent, insofar as is reasonably practicable to do so, during the course of their work or duties being undertaken, to minimise risk and prevent injury, ill health, diseases and incidents to any employee and others who may be affected by their work, including employees of Contractors, Sub-contractors, the Self-Employed and Visitors. AEL has set a year on year objective of zero LTI's, this being reviewed at the management review meetings.

Whilst duties and tasks may be delegated, the overall responsibility will remain with Senior Management to ensure that the Company complies with all relevant statutory health, safety & environmental legislation, Common Law, Approved Codes of Practice and other requirements to which the Company subscribes.

To ensure that this policy can be successfully implemented, the Company and its Directors will provide such adequate and appropriate resources as is reasonably practicable, including access to competent specialist advice where necessary.

As a responsible company we recognise the importance of safeguarding the environment wherever we conduct our business and we undertake to continually seek to improve our operating processes and procedures. We will take all reasonable steps necessary to protect & monitor its impact on the environment and we will endeavour to ensure that our policies actively promote health and safety, environmental protection, prevent pollution, improve legal compliance and minimise waste.

Information from risk assessments, performance-monitoring activities, employee feedback and assistance from any designated Health and Safety Consultants, will be used to identify the health and safety training needs of employees and to provide a process that will enable the Company to continually improve its health, safety and environmental performance.

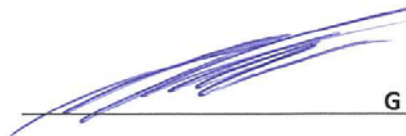
Employees and anyone working on behalf of the Company will be provided with such information, training and instruction as may be necessary in order for them to be able to carry out their tasks in a healthy, safe and efficient manner.

The process of communication of this policy will be extended to interested parties on request and to those companies who carry out work on behalf of the Company from time to time.

This policy shall be periodically reviewed by Senior Management, to take into account changes in legislation, changes in the nature and range of activities carried out by the Company and to take advantage of operational experience, negative and positive, as often as may be necessary.

Mr Graeme Mackie
Managing Director

Date



G Mackie

8th January 2014