

Section 1

Panavision Health & Safety Policy

1.1 Health and Safety Policy Statement

The Company regards the occupational health, safety and welfare of its employees, and of any contracted or temporarily engaged employees, as being of paramount importance. It is the Company's policy to provide safe and healthy working conditions and to enlist the active support of all employees in achieving this objective.

Employees are expected to assist the company to fulfil its obligation towards health and safety.

Panavision's objective is to improve industry standards by co-operating with industry groups and major customers. The Company seeks to carry out its operations in a way that complies with the spirit as well as the letter of current health and safety legislation and approved codes of practice, and in accordance with the best health and safety theory and practice.

The Policy is intended to reflect the Company's recognition that it has an obligation to set and maintain high standards of health and safety for all its employees, and also, where they may be affected, for customers and the general public. In addition, activities which may affect the environment must be subject to suitable standards and controls to minimise that effect.

1.1.1 Policy Details and Objectives

The objectives of this policy are:

- To promote standards of safety, health and welfare that comply fully with statutory requirements and approved codes of practice and which take into account current developments in this field.
- To maintain safe and healthy work places, to operate safe systems of work, and to protect employees, customers and others, including the public, insofar as they come into contact with foreseeable work hazards.
- To provide and maintain a safe and healthy working environment for employees with adequate facilities and arrangements for their welfare.
- To provide employees with the information, instruction and training, and supervision they require to work safely.
- To develop safety awareness and individual responsibility for health and safety in all employees.
- To ensure that equipment is constructed, maintained and tested to a standard in accordance with health and safety legislation and guidance and other appropriate standards.
- To encourage full and effective joint consultation on health and safety matters at all levels of the organisation.

1.1.2 Duties and Accountabilities

The duties and accountabilities of employees are as follows:

1.1.2.1 The Main Board of Directors

- To be responsible for the provision and adoption of the Company's Health and Safety Policy.
- To delegate the operation of the Policy to the Nominated Directors and the Health and Safety department.
- To provide appropriate resources to enable the Company to fulfil its Health and Safety responsibilities.

1.1.2.2 The Nominated Directors

- To co-ordinate and ensure the effective operation of the Company's Health and Safety Policy in conjunction with the main board of directors and the Health and Safety department.
- To periodically appraise the effectiveness of the Policy and ensure that any necessary changes are made.
- To report annually to the Board on the working of the Policy during the previous twelve months.

1.1.2.3 Group Health and Safety Officer

- To be fully aware the requirements of health and safety legislation.
- To foster safety and occupational health awareness throughout the Company.
- To be responsible for interpreting health and safety legislation and Approved Codes of Practice relevant to the Company.
- To be responsible for setting standards, policy and strategy to meet the needs arising from legislation and ACOPs; arranging safety inspections and audits, proposing additions and amendments to the Company Health and Safety Policy and procedures as necessary.
- To periodically review the Health and Safety Policy.
- To monitor, co-ordinate and advise on safety and occupational health training in co-operation with the relevant departments.

- To administer the system for reporting of accidents, occupational ill health and dangerous occurrences, and to monitor the subsequent investigations by line management, providing input as necessary.
- To present information on accidents, occupational ill health and dangerous occurrence trends, for Directors and line management.
- To audit safety and occupational health performance by each of the Company's regional units.
- To receive prior notification of proposed new plant or work locations to enable any necessary health and safety advice to be provided at the job planning stage.
- To report on health and safety issues to Board and Management meetings, and to convene extra meetings to discuss health and safety issues within the Company if necessary.
- To maintain liaison with outside agencies, such as the Health and Safety Executive, Environmental Health Departments, Fire Authority, professional bodies such as IOSH, and Group insurers, as appropriate.
- Develop and maintain necessary liaison with the Directors and Managers in the Company who have responsibility for training, legal matters, personnel, insurance, risk management, industrial relations, sales and marketing, and purchasing to enable health and safety responsibilities to be carried out in a constructive and cost effective manner.
- Where appropriate will have the power to stop any work activity which in his/her opinion involves a risk of serious personal injury to any person.
- To advise on appropriate health and safety training requirements

1.1.2.4 Health and Safety Managers/Managers Responsible for Health and Safety

- To work closely with the Company Safety Advisor and Group Health and Safety Officer in all activities designed to ensure the provision of a healthy and safe working environment.
- To promote a positive culture in relation to health and safety issues.
- In association with operating and technical management, to co-ordinate the Company's safety policy and arrangements for all depots and location activities for which responsibility has been assigned.
- In association with the Group Health and Safety Officer to endeavour to improve safety performance against past standards of performance and to report the results to the responsible Directors on a consistent basis.

- To obtain appropriate advice concerning all matters which may affect the health and safety of employees at work.
- To maintain health and safety systems.
- To provide advice and assistance to colleagues in relation to health and safety issues.
- To undertake periodic safety inspections and/or safety tours as necessary.
- To ensure that systems are in place for the maintenance, inspection and testing of Company equipment to the appropriate standard.
- To ensure the provision of immediate treatment facilities and the promotion of first aid activities.
- To be responsible for reporting of accidents under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995.

1.1.2.5 Managers, Heads of Department and Supervisory staff

- To be aware of/familiar with the Company's policy and procedures.
- To assume responsibility for the health, safety and welfare of all their employees, contractors and visitors, and the safe and efficient operation of all equipment under their control.
- To ensure that all employees and contractors are informed of safety, health and fire hazards, of which the Company are aware in relation to the processes, materials used and operations involved, in association with Health and Safety staff and the Health and Safety Department.
- To ensure that all employees and contractors are instructed in safety precautions required, trained in the safe operation of all equipment, comply with appropriate standards and rules and are aware of their own responsibilities for their and other's safety and security in association with Health and Safety staff and the Health and Safety Department.

1.1.2.5 Employees

- To understand and appreciate that, under the requirements of the relevant legislation, all employees have a duty to take reasonable care of their health and safety and that of other persons who may be affected by their acts or omissions.
- To understand and appreciate that they must also co-operate with management to enable them to comply with any duty placed on them in respect of the above.
- To read the Company Health and Safety Policy and such related documentation as may be relevant to them, as provided by the Company management.
- To attend and participate in appropriate training sessions.



Signature:

Date:

Jeff Allen - Managing Director

25 September 2006