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## Health, Safety and Environmental Policy Statement January 2011

allpay Limited recognises its responsibilities as an employer to ensure the "Health, Safety and Welfare" of all employees whilst at work by preventing both injury and ill health wherever possible to do so. We will ensure that the rights of other individuals are not adversely affected by our work activities.

allpay Limited is committed to the care of the environment, prevention of pollution and the efficient use of natural resources.

allpay Limited operates a system of continual improvement with regard to its Health, Safety and Environmental performance that is based upon the setting, achieving and reviewing of objectives and targets which ensure that at a minimum they will comply with all legal requirements or other obligations incumbent upon them. In so doing, they recognise the importance of:

- Hazard Identification and Risk Assessment processes in the objective-setting activities
- A pro-active Health & Safety management approach
- Assessing and minimising the impact the company's operation has on the environment, maximising energy efficiency, minimising waste production and recycling wherever possible.

allpay Limited also recognise the importance of involving their staff in the management processes and undertake both to involve them in issues that affect Health, Safety and the Environment (HSE); and inform, train and supervise them with regard to their responsibilities under current HSE Legislation.

Overall responsibility for the maintenance and development of the Management System however rests with senior management of the Organisation and the regular setting and reviewing of objectives and the provision of adequate resource to allow those objectives to be achieved.

All aspects of allpay Limited's HSE Policy are subject to regular management review and all related processes and procedures are subject to on-going audit. The policy is communicated to all persons working for or on behalf of the organisation and is available to the public via the company web-site or on request.

In this way, each and every individual has a vital and specific role in maintaining allpay Limited's health, safety and environmental performance.

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Tony Killeen

Managing Director

