

Health and safety policy

At William Hill we recognise the responsibilities placed on us by health and safety legislation and are committed to ensuring the health, safety and welfare of all persons in our employ and all other persons who use our facilities or are affected by the way in which we conduct our undertakings.

We recognise the key elements of successful health and safety management and will strive to improve our performance by considering the health and safety implications in all activities under our control.

We will adopt industry best practice wherever possible and review our procedures on a regular basis to meet changes in legislation and workplace guidance.

A Health and Safety Steering Group meets regularly to review compliance with applicable health and safety legislation and regulation, to keep up to date with best practice, and to review and maintain compliance with health and safety procedures. The Committee is advised by an external health and safety consultant.

Management and employees must exercise personal responsibility and co-operate in preventing harm to themselves, others and the environment. All persons are encouraged to consider every aspect of their working duties and eliminate any unsafe acts or omissions.

We will provide suitable facilities or make the necessary arrangements for the welfare of all our employees whilst at work.

We will undertake and continuously review a programme of risk assessments in all significant areas of our business and address any areas of deficiency as appropriate. Copies of relevant risk assessments are made available to our staff via relevant manuals.

Staff will be provided with information and training and we will monitor application and understanding of the safety instructions through a system of safety audits, Health & Safety Co-ordinators and the Health and Safety Steering Group.

Health and safety matters will be appropriately funded.

This policy will be regularly reviewed at least on an annual basis.

30 April 2009