



Human Resources Policy Statement

J Breheny Contractors Ltd recognises that Human Resource Management is a key and vital part for all areas of the Company's operations and as such will comply with all relevant and current legislations relating to Human Resources and its associated functions.

J Breheny Contractors Ltd is registered under the Data Protection Act (Registration No. 25498947) and ensures to comply with all requirements relating to this.

J Breheny Contractors Ltd believes that its employees are paramount to its continued success and growth and as such the selection, well being, satisfaction, development, and commitment of its employees, is of high importance. The Company has identified the areas below as being essential to satisfying this belief and maintaining effective Human Resources Management.

- Equal Opportunities
- Recruitment and Selection
- Training and Development
- Performance Appraisals
- Fair and Equal Pay
- Flexible Working
- Employee Involvement and Team working
- The Company's expectations of its employees
- What employees can expect of the Company

Refer to the HR Policy and individual Policy Statements for further details on each of the above.

This Policy is to be reviewed no later than 31st December 2012.

A handwritten signature in blue ink that reads 'J.N.E. Breheny'. The signature is written in a cursive style with a large, looping 'y' at the end.

John Breheny – Chairman
1 January 2012