

INTERVET SCHERING-PLOUGH ANIMAL HEALTH “the Company” Milton Keynes Site Health & Safety Policy

The Company considers that health, safety and environmental management is an integral part of its business. It will provide a safe and healthy workplace for employees, contractors and visitors.

Legal requirements will form the minimum standard for all operations, but the Company will always aim to improve on these and will pursue the following objectives:

- Safety** - to prevent all injuries or property damage at work
- Health** - to prevent ill health arising from exposure or activities at work

The Company will establish an effective organisation and encourage the commitment and involvement of all employees. It is the responsibility of all directors, managers, and supervisors to ensure that risks are recognised to enable the prevention of all injuries and other losses, and to consult with employees to establish safe working practices. Each individual has a legal obligation and personal responsibility to take reasonable care of their own safety and the safety of others who may be affected by their acts or omissions.

Fundamental to achieving this is the provision of adequate resources such as investment, time, and effort. Every employee will receive such information, instruction, supervision, and training as is necessary to ensure the safety of themselves and others.

To ensure the effectiveness of this policy, and the management systems used to implement it, the Company will review its performance including that of all employees, to plan and set objectives for continuous improvement to meet the needs of the business.

1 November 2008

* Names and signatures omitted for public access security purposes