



Welcome To [www.LandandTree.net](http://www.LandandTree.net)!

We aim to offer complete peace of mind - please take the time to read examples of our Company Policy and feel free to Print a Copy for your records.

If you have any further Queries or Questions, please contact us via our website - either by email or live chat - or simply call us on (01369) 706428.

Our Expert Team are always happy to help!

A handwritten signature in blue ink, appearing to read 'Mark Doherty'.

Mark Doherty  
Manager  
Land and Tree

Date of Issue: July 2008  
Procedure Identification Code: ENVPOL - 1



## ENVIRONMENTAL POLICY

## ENVIRONMENTAL POLICY, DIRECTION & IMPLEMENTATION

Land and Tree recognise that protection and enhancement of the environment is of prime importance and that this company impacts on the rural and built environment. The achievement of a high standard of environmental awareness throughout the company is not only essential to assist in sustaining and keeping in balance the environment and environmental resource, but also results in healthier and more acceptable conditions for work and social activity.

Environmental awareness assists in the enhancement of the company's reputation as not only a caring employer, but also as a company that is aware of the prospective impact of its activity on the built environment. Such awareness creates improvements from which the general public, of this and successive generations will benefit. It also enhances the company's reputation as a contracting group with an environmental conscience and a leader in what is a very recently developing field.

It is the responsibility of both management and employees to work together to achieve this environmental goal. With this in mind Land and Tree will ensure we comply with the Environmental Protection Act 1990 and all other domestic legislation concerned with the protection of natural resources and the external environment. The company will prepare and enforce policies which, as far as is reasonably practicable and having taken into account project and client requirements, provide for:

- Protection of the environment at/or affected by work sites
- Conservation of natural resource.

To achieve this it will:

- Ensure all surveys and reports, as far as reasonably practicable, advocate management that is congruent to enhancing amenity values linked to a given landscape.
- Introduce systems and monitoring procedures which meet the requirements of the policy.
- Guide and assist in the formulation of those systems and procedures and conduct regular internal audits of the monitoring procedures in relation to the stated environmental management objectives.
- Train the workforce in current methods, practice and awareness of the need for environmental protection.

Environmental policies will be reviewed annually.



Mark Doherty  
Manager

Date of Issue: July 2008  
Procedure Identification Code: HSPOL - 1



## HEALTH AND SAFETY POLICY

## HEALTH AND SAFETY POLICY

IT IS IMPORTANT THAT YOU READ THIS DOCUMENT CAREFULLY AND MAKE EVERY EFFORT TO FOLLOW THE POLICY AT ALL TIMES.

### 1 - The potential dangers

Working at heights, chainsaws, woodchippers, power lines are the obvious ways in which you may be caused injury. Many machines are noisy and can cause progressive hearing loss, flying chips can damage eyes and poor lifting techniques will damage your back.

### 2 - The need for a health and safety policy document

Because of the above dangers it is important that we have a well thought out and clear statement on how we are to recognise and prevent hazard or injury. Remember it is not just you who can be damaged; you often work near public or other contractors. BE AWARE AT ALL TIMES.

### 3 - The Legal Requirement

- The Health and Safety at work Act 1974 is designed to protect everyone affected by our work activities. The Employer or sub contractor must :
- Provide and maintain safe working systems including plant, machinery and equipment
- Provide training, information and supervision to ensure safety and health
- Provide adequate welfare facilities
- Ensure safe usage, transport, and storage of articles or substances
- Take responsibility for your actions and for others
- Co operate with your employer with regard to health and safety monitoring

NB EMPLOYEES HAVE BEEN SUPPLIED WITH TRAINING AND P.P.E. PLEASE ENSURE FOR EVERYBODIES PROTECTION THAT YOU USE IT. IT IS THE RESPONSIBILITY OF THE SUB CONTRACTOR TO PROVIDE THEIR OWN. REGULAR ON SITE INSPECTIONS BY THE MAIN CONTRACTOR ARE CARRIED OUT ON A REGULAR BASIS THROUGHOUT CONTRACT DURATION.

### 4 - The need for co-operation

It is our intention as the main contractor to comply with these requirements as far as is reasonably practicable but your co-operation as employees and sub contractors is required for our team to be a success.

Wilful neglect of these requirements is likely to lead to accidents or death. Follow your risk assessment and refer to it daily. Make it part of your daily routine.

## 5 - The organisation for carrying out the policy

Overall responsibility for health and safety matters rests with the Employer. Many duties are delegated to others and individuals at all levels need to understand the degrees of responsibilities placed upon them.

- Manager - (The main contractor) Overall responsibility for health and safety  
Produce revisions of Health and Safety policy, risk assessments and method statements for site-specific tasks  
Maintaining plant  
Bringing and monitoring Health and Safety awareness into the work place
- Foreman - (Employee or Sub contractor)  
Act as team leader ensuring this document is upheld duties include: maintenance assistance, emergency procedures, RIDDOR, site supervision, correct working practices as specified in FASTCO or NPTC guidelines, PPE usage and attending to duties specifically asked for by the main contractor e.g. The erection of adequate signage/ road traffic management.
- Operatives - (Employees or sub contractor employees)  
Adhere to this document and assist in the following duties:  
Maintenance, emergency procedures, PPE usage, correct working practices as specified by FASTCO or NPTC guidelines

## 6 - First Aid Provision

All staff must be informally trained in basic first aid techniques. At least one operative on site must carry full First aid at work training as specified by St Johns Ambulance Service. The most experienced first aider will take charge in the event of accidents. A first aid kit conforming to the 1981 First aid regulations will be made available at all times on site. In addition climbers will be issued with items recommended by FASTCO guideline 34.

## 7 - Emergency Procedures

- All personnel are to be familiar with the nearest telephone.
- All personnel are to be familiar with the nearest Hospital.
- At least one operative is to be trained in aerial tree rescue.

## GENERAL PROCEEDURE

- STOP ALL OPERATIONS and notify all operatives involved in operations.  
Administer First Aid as specified in First Aid At Work Training.
- Notify most suitable emergency service as soon as possible giving location, description of accident, and type of injury. Comfort victim until emergency service arrives.

- Report injury to main contractor. Report in writing injury details in Health and Safety manual.

## 8 - RIDDOR

Reporting Of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR) Records are to be kept of all reportable accidents. Such incidents can be classified as:

Death, Hospitalisation, incapacity or in the case of smaller accidents such as sprained muscles.

In the event of an incident record the following details Full name, Occupation, nature of injury, date and time, location and brief description of circumstances

## 9 - COSHH

Control of Substances Hazardous to Health (COSHH)

- Chemicals are to be stored in appropriate containers within the permanent workshop, transported to site in sealed containers and used ONLY by operatives holding PA1 / 6.
- All substances when used must be recorded in the COSHH manual and disposed of by official channels.
- All substances must be clearly identifiable and free from defect.

## 10 - CODE OF SAFE WORKING PRACTICES

- The purpose of this code is to set down safe working practices- it is not a substitute for training and assessment by NPTC.
- All staff must be fit and healthy. Prescription medicine or mental handicap is to be reported to the management
- All staff must receive appropriate levels of training and assessment (as required) for their job description
- All operations must carry at least 2 persons
- Never undertake tree work under the influence of drugs  
All persons must be aware of this document and provide a signed agreement to say they have understood its content
- PPE required at all times including chainsaw ballistic trousers and boots, helmets conforming to BS 5240 and gloves (WE ADVISE THE USE OF PROTECTIVE GLOVES)
- Additional 'High Vis' clothing may be required for work at the roadside  
ON SITE INSPECTIONS ARE CARRIED OUT ON AN ADHOC BASIS BY THE MANAGEMENT DURING CONTRACTS  
TO ENSURE THIS DOCUMENT IS UPHELD. IT IS THE RESPONSIBILITY OF THE SENIOR FOREMAN TO ENSURE THIS DOCUMENT IS UPHELD.

## 11 - GENERAL EQUIPMENT USE

- CLIMBING EQUIPMENT
- Harness of either sit position or full body type
- Ropes must conform to BS 4928 Pt2 with min. diameter of 10mm. Polypropylene ropes are not allowed for climbing and we strongly recommend the use of NEW ENGLAND MULTI PLATT 13MM
- Two ropes must always be used in conjunction with a single Swedish strop.
- Karabiners with a minimum rating of 2500kg with a clearly discernable 3 actions must be used.
- Climbing irons are to be free from defect and regularly maintained  
ALL CLIMBING OPERATIONS ARE TO BE CARRIED OUT AS PER NPTC ASSESMENTS THAT ARE RELEVANT TO THE JOB DESCRIPTION. CLIMBING OPERATIONS SUCH AS SECTIONALLY DISMANTLING ARE ONLY TO BE CARRIED OUT BY ASSESSED AND APPROVED OPERATIVES

### RESCUE EQUIPMENT

- The use of ladders is not recommended.
- The provision of a spare harness, ropes and karabiners is to be on site at all times

### CLIMBING OPERANDUM

- Never climb or work above a top anchor.
- Always use centre D ring when topping out, never side D rings
- The use of 'Blakes Hitch' is required over a prussic loop system
- Always ensure the angle between top anchor and working position is no more than 45 degrees.  
IF IN DOUBT FOLLOW YOUR TRAINING IN NPTC ASSESMENTS

## THE USE OF LOWERING EQUIPMENT

The safety factor used in Arboriculture is 10:1. This means that a pulley block with a breaking strain of 1 T would be used for lowering material up to 100kg.

Safe Working Load is the load a piece of equipment can operate without stressing it. All equipment with S.W.L. displayed will also have the relevant safety factor displayed IE 7:1

ALWAYS REMEMBER THE MAIN ANCHOR OR PULLEY BLOCK IN A SIMPLE LOWERING SYSTEM IS ALWAYS SUBJECTED TO TWICE THE LOAD OF THE OBJECT BEING LOWERED.

AND

AN OBJECT FALLING WILL GAIN A UNIT OF ITS OWN WEIGHT PLUS ITS ORIGINAL WEIGHT FOR EVERY FOOT IN WHICH IT FALLS

Date Received.....

Name In Full.....

Signature.....

Date of Issue: July 2008

Procedure Identification Code: QUALPOL - 1



## QUALITY ASSURANCE POLICY

## LAND AND TREE QUALITY POLICY STATEMENT

The objectives which underpin the policy are:

1. To develop a full understanding of the needs of our customers.
2. To work in close co-operation with clients, customers, suppliers and sub-contractors to provide the right quality work and service, first time.
3. Actively to seek customer feedback and to use this as a format for continuous assessment and improvement.
4. To develop the potential of our employees to ensure all members of staff are capable of undertaking work required in a safe and responsible manner, in accordance with the Company's Health and Safety and Environmental policies.

Achievement of these policy aims involves all staff, who are individually responsible for the quality of their work, resulting in a continually improving working environment for all.

Land and Tree is fully committed to delivering the objectives of this quality policy statement within all its activities and work undertaken by the Company.

Land and Tree has implemented a management structure that is based on the quality and commitment of its professional and experienced management and construction staff.

Our Commercial Manager has a specific responsibility for ensuring that the management structure reflects the quality standard, so that compliance with this Quality Policy is maintained and improved.

We are continually developing the Company's operation and upgrading of IT systems and invest to a high degree in staff training to professional level.

Land and Trees' approach is to listen to our clients and customers and to openly discuss the individual requirements of every contract, thus ensuring that our clients remain fully satisfied with our service delivery.

With each project we undertake, a Quality Plan is implemented, encompassing control measures that ensure the client's requirements are met, within the specified time, and in line with the budget. To this end, we endeavour to work as a committed team in a spirit of co-operation with the client and their customers.

The management and supervisory staff of Land and Tree has the authority to make decisions, within the scope of their responsibilities, and is charged with working in accordance with the documented procedures.

The Objectives of Land and Tree are:

- To continue to meet in full the requirements of the client.
- To reduce waste and loss.
- To carry out all our activities within our environmental policy guidelines, thus helping to ensure a sustainable environment for the benefit of the community.
- To continually identify improvements to existing working practices.

In order for Land and Tree to achieve the above objectives, every employee and sub-contractor must:

- Understand customer and client needs.
- Be responsible and accountable for the quality of work.



Mark Doherty  
Manager  
Land and Tree

Date of Issue: July 2008

Procedure Identification Code: DAPOL - 1



## ALCOHOL AND DRUGS POLICY

## ALCOHOL AND DRUGS POLICY

1. Inappropriate use and /or abuse of alcohol or drugs both during work and out of working hours can have far reaching effects on the ability of staff to carry out their work. Serious health problems may result and the safety of the workers and others exposed to their activities may be placed in jeopardy. The image and reputation of Land and Tree may also be affected. The aim of this policy is to provide a framework for:
  - a. The minimisation and control of health, safety and other risks
  - b. The provision of assistance to people who may have alcohol or drug related health problems
2. It is the policy of Land and Tree to be as sympathetic as possible to people who have alcohol or drug related problems and to take disciplinary action as a last resort, however:
  - a. Gross misconduct while under the influence of alcohol or drugs may result in dismissal
  - b. Illegal possession, use, supply or production of controlled drugs will be reported to the Police forthwith in accordance with legal requirements and disciplinary action is also likely.
3. Subject to the provisions of the law, any alcohol or drug related issue brought to the attention of Land and Tree will be treated in strictest confidence.
4. Any person who believes that he/she may have an alcohol or drugs related problem is advised to see suitable professional help. In the first instance, they may wish to contact:
  - a. Their General practitioner
  - b. A specialist alcohol agency

The following publications may also be useful (obtainable free from HSE Books Tel.: 01787 881165)

- 'Don't mix it' – A guide for Employers on Alcohol at work (INDG 240L)
  - Drug Misuse at Work – A guide for Employers (INDGG91 rev 2)
5. Signs of an alcohol or drug related problem may include:
    - a. Slurred speech, unsteady gait etc
    - b. Sudden mood changes
    - c. Unusual irritability or aggression
    - d. Abnormal fluctuations in concentration or energy
    - e. Impaired work performance and time-keeping
    - f. Deterioration in personal relationships
    - g. Dishonesty and theft

6. Anyone suspecting a person is under the influence of drugs or alcohol to such an extent that there is a risk to:
  - a. Their own health and safety and/or
  - b. That of others exposed to their activitiesShould report this immediately to their direct manager and inform Land and Tree accordingly.
7. It is reasonable for any individual suspected of being under the influence of drugs or alcohol to be suspended from their work activities and the circumstances investigated in line with disciplinary procedures.
8. Safety critical activities – Land and Tree and our clients have a duty to assess and control work related risks. As such restriction on alcohol consumption before or during certain activities may be required of staff, particularly where there may be significant risk of serious accidents if performance is impaired. Examples are:
  - a. Driving vehicles
  - b. Using potentially dangerous substances or machinery
  - c. Work with live electrical equipment
9. Anyone taking medication which has, or could have a significant adverse effect on their work performance should consider informing their workplace supervisor and Land and Tree. In this scenario, a risk assessment should be undertaken, to see if more suitable tasks can be temporarily re-assigned. Where this is not possible, it is reasonable to exclude the person from the workplace for their own safety and that of others, whilst the medication is being taken.

Date of Issue: July 2008

Procedure Identification Code: OPPSPOL - 1



## EQUAL OPPORTUNITIES POLICY

## EQUAL OPPORTUNITIES POLICY

### The Policy

1.1 Land and Tree is an equal opportunities employer. This means that it is the Company's policy that there should be no discrimination against or harassment of any employee or job applicant either directly or indirectly on the grounds of:

- Race, colour, nationality or national or ethnic origin ("race");
- Sex or marital status;
- Disability (e.g., a long term mental or physical impairment);
- Sex change status;
- Sexual orientation;
- Religion or philosophical belief;
- Political belief;
- Trade union activity or
- Age

1.2 The Company's policy is to

- Eliminate, as far as is reasonably possible, discrimination and harassment from the workplace;
- Encourage all its employees to take an active role against all forms of discrimination and harassment;
- Deter employees from participating in discriminatory behaviour or harassment;
- Demonstrate to all employees that they can rely upon the Company's support in cases of discrimination or harassment at work.

1.3 The Company is fully committed to providing a good and harmonious working environment that offers equal treatment and equal opportunities for all employees and where every employee is treated with respect and dignity. The Company's aim is that remuneration, recruitment, promotion and retention should not be affected by irrelevant considerations and stereotyping.

1.4 The Company recognises that the provision of equal opportunities in the workplace is not only good management practice, it also makes sound business sense. The Company's equal opportunities policy will help all employees develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

1.5 Whilst the Company recognises that the overall responsibility for the effective operation of this policy lies with the Management, all employees, whatever their position within the Company, have some measure of responsibility for ensuring its effective implementation in their day to day activities and working relationships with colleagues.

1.6 Employees should ensure that:

- They co-operate with any measures introduced to develop equal opportunities;
- They respect the sensitivities of others;
- They refrain from taking discriminatory actions or decisions which are contrary to either the letter or spirit of this policy and, for employees of managerial status, that they ensure that those who report to them also comply with the policy;
- They do not instruct, induce, or attempt to induce or pressurise other employees to act in breach of this policy;
- Employees who make complaints of breaches of this policy are treated fairly and responsively both when the complaint is made and thereafter.

1.7 Breaches of the Company's equal opportunities policy and procedures and any unfair or unlawful discrimination will not be tolerated and will be dealt with under the Group's disciplinary procedures. In serious cases, this could lead to dismissal of the relevant individual

1.8 The policy shall also apply to employees of contractors working at the Company's premises.

## General application of Policy

- Recruitment and Selection

The selection process is of crucial importance in this policy and must be carried out according to objective job-related criteria which must be subject to regular review. The effectiveness of the policy will be determined to a great extent by this aspect of employment procedure. The Company will endeavour through appropriate training to ensure that employees making selection decisions will not discriminate whether consciously or unconsciously in making these decisions.

- Training

Equal opportunities must be integrated into all training concerned with selection skills, staff assessment, counselling, staff development and the management or supervision of staff. The importance of equal opportunities in the field of customer care initiatives is also recognised. The Company's policy will form part of the induction training of all staff.

- Promotion

It is in the Company's interest to provide equal opportunities for promotion to all employees. Managers must continually assess the promotion potential of all employees and all promotion decisions must be made in accordance with objective selection criteria.

- Grievance and Discipline

Employees who believe that they have experienced unfair or unlawful discrimination or racist or sexist abuse or harassment should raise their concern through the applicable grievance procedure in their local area. Where such grievances may concern the normal line of supervision or management, individuals may approach the relevant member of Management.

- Monitoring

Examining the effects of policy and programmes of action on a regular and structured basis is a fundamental part of the process of successfully establishing equal opportunities. Personnel data is therefore collected (on an anonymous basis), analysed and interpreted across the company.

The objectives of monitoring are:

- to identify areas of and reasons for under-representation of particular groups in the workforce;
- to assess the effect of employment procedures and practices and identify any unintentional impact on particular groups;
- to enable appropriate corrective action to take place, including defining targets for future change;
- to enable the Company to review and reshape its equal opportunities policy and programme of action.

- Communication

This policy and accompanying action programmes must be communicated widely and effectively throughout the workforce and to potential employees. It is the responsibility of management at all levels to ensure that such communication takes place.



Mark Doherty  
Manager  
Land and Tree

Date of Issue: July 2008

Procedure Identification Code: RACEPOL - 1



## RACE RELATIONS POLICY

## RACE RELATIONS POLICY STATEMENT

- IT IS THE POLICY OF THIS COMPANY NOT TO DISCRIMINATE AGAINST ANY PERSON ON THE GROUNDS OF THEIR COLOUR, RACE, NATIONALITY OR ETHNIC ORIGIN. THIS APPLIES NOT ONLY TO EMPLOYEES, BUT TO JOB APPLICANTS, CUSTOMERS AND SUPPLIERS AND MEMBERS OF THE PUBLIC.
- THE COMPANY REQUIRES ALL ITS EMPLOYEES TO TREAT ALL PEOPLE WITH APPROPRIATE COURTESY AND RESPECT, REGARDLESS OF THEIR COLOUR, RACE, NATIONALITY OR ETHNIC ORIGINS.
- THE MANAGING DIRECTOR HAS OVERALL RESPONSIBILITY FOR IMPLEMENTING THE ABOVE POLICY IN ACCORDANCE WITH THE GUIDANCE AND PROCEDURE SET OUT BELOW.
- ANY PERSON WHO SUFFERS OR BELIEVES THAT THEY HAVE SUFFERED UNLAWFUL DISCRIMINATION IS TO REPORT THIS TO THEIR IMMEDIATE SUPERIOR OR OTHER MEMBER OF THE COMPANY'S MANAGEMENT AND AS THAT THE MATTER BE DEALT WITH. IF IT IS NOT RESOLVED TO THEIR SATISFACTION THEY MAY TAKE THE MATTER UP THROUGH THE COMPANY GRIEVANCE PROCEDURE AND ULTIMATELY WITH THE MANAGING DIRECTOR IF THE PROBLEM PERSISTS.
- ALL PERSONNEL ARE HEREBY INSTRUCTED THAT UNLAWFUL DISCRIMINATION IN CONTRAVENTION OF THE ABOVE POLICY WILL NOT BE TOLERATED AND WILL BE DEALT WITH AS A DISCIPLINARY ISSUE. THIS INCLUDES ANYONE WHO BECOMES AWARE DISCRIMINATION IS TAKING PLACE BUT DOES NOT REPORT IT TO HIS OR HER IMMEDIATE SUPERIOR OR AN APPROPRIATE MEMBER OF MANAGEMENT.
- EMPLOYEES ARE TO NOTE THAT A "JOKE" IS ONLY A JOKE IF THE PERSON ON THE RECEIVING END THINKS IT IS FUNNY. SOME PEOPLE, OFTEN FOR GOOD REASON, ARE MORE SENSITIVE THAN OTHERS TO REMARKS ABOUT THEIR COLOUR, NATIONALITY OR RACIAL OR ETHNIC ORIGIN; IF IT IS APPARENT THAT SO CALLED JOKES GIVE RISE TO OFFENCE, THE PERPETRATOR IS TO DESIST AND, IF APPROPRIATE, APOLOGISE FOR ANY OFFENCE THAT MIGHT HAVE BEEN CAUSED.
- SUPERVISORS AND THOSE RESPONSIBLE FOR RECRUITMENT, TRAINING, PROMOTION OR REDUNDANCY SELECTION HAVE A DUTY TO ENSURE THAT ALL CONCERNED ARE MADE AWARE OF THIS POLICY.
- IT IS ILLEGAL (I.E., A CRIMINAL OFFENCE) TO INCITE RACIAL HATRED AND ANY EMPLOYEE WHO DOES SO OR PARTICIPATES IN OR CONDONES ANY SUCH ACTION, WILL BE SUBJECT TO DISCIPLINARY ACTION.
- THIS POLICY APPLIES TO EMPLOYEES NOT ONLY WHILST AT WORK BUT ALSO IN THEIR OUT OF WORK ACTIVITIES, INSOFAR AS THESE RELATE TO EMPLOYEES, CUSTOMERS OR SUPPLIERS OF THE COMPANY OR AS REGARDS ANY EFFECT ON EMPLOYEES' RELATIONSHIPS IN THE WORK PLACE OR THE COMPANY'S PUBLIC RELATIONS.



Mark Doherty  
Manager  
Land and Tree



CERTIFICATE OF REGISTRATION UNDER THE CONTROL OF POLLUTION (AMENDMENT) ACT 1989

Regulation Authority

Name: **SEPA - Dingwall**

Address: **Graesser House  
Fodderty Way  
Dingwall**

Post Code: **IV15 9XB**

Tel: **01349 862021**      Telex:      Fax: **01349 863987**

The following information is hereby certified by the above-mentioned authority to be information which at the date of this certificate is entered in the register which they maintain under regulation 3 of the Controlled Waste (Registration of Carriers and Seizure of Vehicles) Regulations 1991:-

Name(s) of registered carrier: **Margaret Doherty**

Registration number: **SCO/334467**

Business name (if any): **Land And Tree**

Address of registered carrier's principal place of business: **46, Hillfoot Street  
Dunoon  
PA23 7DT**

Tel: **01369 706428**      Telex:      Fax:

Date of registration: **16/07/2009**

Date of expiry of registration\*: **15/07/2012**

Date on which last amendment (if any) was made to the carrier's entry in the register: **16/07/2009**

Signature of authorised officer of the regulation authority:

Date: **16/07/2009**

[See over]



## TREE SURGEONS & LANDSCAPE GARDENERS INSURANCE SCHEME

### *CERTIFICATE OF INSURANCE*

*POLICY NO: 0420364090*

**Policyholder:** Mrs Margaret Doherty t/as Land & Tree  
**Address:** 46 Hillfoot Street  
Dunoon  
Argyll  
PA23 7DT  
**Period from:** 29 March 2009  
**to:** 28 March 2010

**Occupation defined as:** Forest Maintenance, Forest Thinning, Tree Felling, Saw Work, Fencing, Planting, Draining, Laying Woodchips and Landscaping.

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|                                        |             |          |
|----------------------------------------|-------------|----------|
| <b>Section 1 - Employers Liability</b> |             |          |
| Limit of Indemnity                     | £10,000,000 | INCLUDED |

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|                                                   |            |          |
|---------------------------------------------------|------------|----------|
| <b>Section 2 - Public and Products Liability:</b> |            |          |
| Limit of Indemnity:                               | £2,000,000 | INCLUDED |

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**Reason for Issue:** Mid Term Adjustment

**Date Issued:** 25 March 2009

**Signed:** 

This insurance is effective only if this Certificate is signed by an Authorised Signatory of Lycetts on behalf of AXA Insurance UK plc

NOTE: This is a summary of cover. Please refer to policy documents and schedules for full terms and conditions. The information above is based on the insurance arrangements at the time of writing. Alterations may be made during the period of cover. Any expiry date represents the normal expiry date of the policy. In some circumstances, such as in the event of non-payment of the premiums due, cancellation could occur before the normal expiry date. With the permission of the Policyholder, we should be pleased to confirm the current position upon request