

LANXESS LIMITED UK
HEALTH AND SAFETY POLICY

The Company regards the provision of a safe and healthy working environment, as an extremely important and mutual objective for management and employees at all levels. To assist in achieving this environment, the company will collaborate with employees by providing the organisation, advice and resources required to meet this commitment, so far as is reasonably practicable. Authority to implement this policy is defined for all those who have a designated responsibility for health and safety.

It is the responsibility of management to:

- 1. Sustain and carry out this policy by all means at their disposal.**
- 2. Provide adequate safety and job training for all employees with particular attention to special safety training where appropriate.**
- 3. Comply with the requirements of the relevant legislation, to undertake risk assessments of all activities and to ensure that safe systems of work and a safe working environment are put in place;**
- 4. Ensure that the operations of the Company are carried out without risk to the health and safety of employees and third parties.**
- 5. To comply with the general duties imposed upon it, by virtue of Section 2, of the Health and Safety at Work Act 1974 and such subordinate regulations/duties that as from time to time may be imposed upon the company by statute/directives.**
- 6. Where in the course of company activities, contamination of the environment are foreseeable, to adequately control those activities to the lowest possible risk factor.**
- 7. To regularly review targets and objectives against Key Performance Indicators to ensure continuous improvement.**

The Company will seek to maintain a constant interest in all aspects of safety, by effective consultation with employees, concerning hazards and incidents which affect health and safety at work and to prevent any adjustment or damage to plant and equipment which may create a hazard.

Where work is undertaken on premises or at sites not under the direct control of the Company, it is the Company's policy to ensure that the particular safety policy and procedures in force at those locations are consistent with those of the Company.

All managers and supervisors are responsible for the safety of employees, contractors and visitors in their charge and must ensure that policies and procedures are made known and are observed. It is their responsibility to ensure the effective delegation of these duties during their absence.

Employees, contractors and visitors are individually responsible for complying with Company policies and procedures and for ensuring that at all times they work in a manner consistent with the safety of themselves and others. They must immediately report any hazard which may lead to injury or damage which they cannot themselves control.

The Company has established a Health and Safety Committee to assist in the implementation of this policy. The requirements of the Company's health and safety policy and procedures, form part of the terms and conditions of employment for employees. Breach of the requirements is a serious offence and will be dealt with under the company's disciplinary procedures.

The Company places an extremely high degree of importance on the health and safety of its employees and all those with whom it has cause to deal. A safe working environment can only be achieved with the active co-operation of everybody. The effectiveness of health and safety measures will be monitored continuously, in order to ensure that both policy and practice are appropriate at all times, to the company's activities.

Signed: Kim O'Connor.

Managing Director

Date: 22/08/2007