

Character Reference Name/address

12th November 2015

Dear Sirs

[Defendant's name] is an employee of Bristol Energy E&P, a division of Landmoore Energy. I am head of the department and supervise [defendant's name] on a day to day basis. I am also a close friend of [defendant's name], having known him (and his family) for over ten years.

[Defendant's name] is employed on a full time basis at the Landmoore Gas Terminals in Bristol. He holds the position of Health and Safety Advisor to the Terminals, a position he has held for a period of approximately four years. His position within our team is crucial. It involves providing safety advice and support to the workforce – a team of approximately 180 people. The role has a high degree of responsibility to provide correct advice. He is accountable for the execution of health and safety work to the highest standards required within the gas processing industry - a very dangerous industry indeed.

[Defendant's name] informed me of the charge against him at the earliest opportunity. Whilst I cannot condone his actions, I will continue to support him throughout the proceedings. Even over the short period of time since the incident, [defendant's name] has displayed a great deal of remorse and regret. Surprisingly, his work ethic has become more positive and his family life more important. I believe this is because of the strong support network that surrounds him.

Throughout his period of employment [defendant's name] has undertaken his role with a passion for improvement, responsibly and with clear and demonstrable commitment to the safety of the terminals and its personnel. He undertakes his work diligently and communicates clearly and accurately with personnel at all levels within the organisation. I find him to be honest and trustworthy and he has displayed a great deal of integrity in how he deals with situations and people. I would ask that the court display leniency where possible.

Thank you for taking the time to consider this letter.

Yours sincerely

Mr. Smith.