



Health & Safety Policy

Statement

- It is the policy of Walstead United Kingdom ('the Business') to promote high standards of health and safety at work throughout its operations.
- In implementing this policy, the Business recognises that its operations affect its employees, customers and others in the community. The Business believes every employee can, and should, make a contribution to the successful implementation of this policy.
- This policy will be made available to anybody on request.

Standards

The Business will strive to be the benchmark and:

- Implement and maintain an H&S management system that conforms to OHSAS 18001.
- Maintain a management structure and systems to monitor, review, and report periodically on performance.
- Take all reasonably practical steps to eliminate and minimise injury, ill health, damage and loss.
- Comply with all applicable legislation and other requirements to which the business subscribes.
- Establish objectives, targets and management plans to support the policy and ensure continual improvement.

Management

The Chief Executive bears ultimate responsibility for HSE matters within the Business.

- The Chief Executive is committed to this policy and will make appropriate provision for its compliance including clear lines of responsibility and accountability.
- The Managing Director will ensure implementation at site level and notification and extension of this policy to employees, visitors, customers, contractors and others on request.
- All Directors, Managers and Supervisors have responsibility for the detailed implementation of this policy.

The Managing Director/Site Manager is responsible to the Chief Executive for the development and implementation of this policy including,

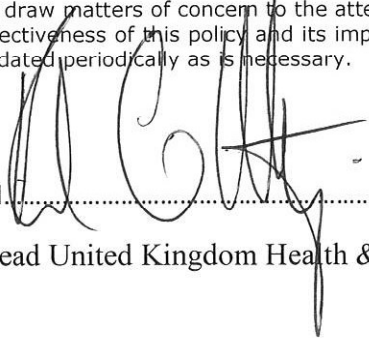
- Providing support for the implementation of this policy in respect of product, process design and development. This will include product safety, materials safety, and sustainability issues.
- Sufficient resource in terms of money, time and personnel.
- Providing specialist advice and ensuring annual reporting, monitoring and periodic review of H&S performance.
- Effective consultation, co-operation and communication with employees and their representatives, visitors, contractors and neighbours.
- Hazard identification and risk assessment of site activities, ensuring that the necessary risk control measures are in place.
- The maintenance of effective management arrangements and control, including the appointment of specialists and competent persons as is necessary.
- The reporting and investigation of occupational ill health, accidents, incidents and dangerous occurrence's and the prompt implementation of corrective actions arising from investigations.
- The maintenance of effective emergency and business continuity plans.
- Providing adequate information, instruction and training as is necessary.

Responsibility of Employees

Whilst at work, each employee has personal responsibility to preserve and enhance H&S, in particular:

- To observe safe working practices, and encourage their observation by others.
- To consider the impact of H&S issues on their activities whether in respect of people or facilities.
- To draw matters of concern to the attention of the appropriate managers.

The effectiveness of this policy and its implementation will be monitored and reviewed at regular intervals and updated periodically as is necessary.

Signed  Paul Utting (Chief Executive Officer) – January 2019