

## Health & Safety Policy Statement

1. The Company regards the development of Health & Safety measures and goals as an objective to be achieved through joint action by both Management and Employees at all levels. These objectives will be set nationally, and progress reviewed throughout the year.
2. It is the Company's policy to provide working conditions which will prevent personal injury, ill health, and damage to property. The Company will take every reasonable precaution to protect its employees from foreseeable work hazards, with the minimum being compliance with legal and other requirements. It will ensure that persons who are not its employees are similarly protected whilst on the Company's premises.
3. The company will continually improve in OH&S Management and performance.
4. For these purposes the Company regards the term 'Safety' as covering the prevention of all injuries to its employees and others, on its premises. Incidents which result in injury or damage will be fully investigated and controls implemented to prevent reoccurrence. The Company will take every reasonable action to promote Occupational Health and Hygiene using all available information. Measures for Fire Prevention and Fire Control will be actively enforced
5. In order to maintain the high standards required, the Company will take action to:
  - a) Provide and maintain safe and healthy working conditions.
  - b) Provide health, safety and occupational training and instruction for its employees to enable them to work safely and efficiently.
  - c) Avoid the use of hazardous processes and materials. Where such materials and processes have to be used, the Company will provide protection through assessment and training to enable the processes to be worked and the materials to be used safely and without risk.
  - d) Management will consult regularly with employee's representatives to maintain a constructive attitude to Health & Safety matters and involve those representatives in the formulation of safe working practices.
  - e) Revision of this statement may also be necessary to make changes as appropriate from experience, staff suggestions, legislation and Codes of Practice.
  - f) Eliminate hazards and reduce Occupational Health and Safety risks, following the "Hierarchy of Control" principle.
  - g) Facilitate and actively support consultation sessions regarding Occupational Health and Safety topics to enable the participation of company associates, other workers and – where they exist – worker representatives.
6. The objectives the Company has set cannot be achieved by Management action alone. The co-operation of all its Employees is required. The Health & Safety at Work Act states that all Employees have a duty to support the Company's policy and to co-operate in actions required to provide safe and healthy working conditions and working practices. In particular Employees will be expected to:
  - a) Work safely at all times with due consideration to not only their health and safety, but also those who may be affected by their acts and omissions.
  - b) Operate equipment and plant in accordance with the procedures laid down by the Health & Safety Regulations, together with procedures mutually agreed with the Management and through information and training supplied by the manufacturers and the company.
  - c) Use agreed protective equipment provided by the Company where this is necessary to meet statutory obligations, as identified through assessment.
  - d) Report all accidents resulting or which could have resulted in personal injury and assist in introducing measures to avoid a reoccurrence.
  - e) Adhere at all times to the procedures, which have been jointly agreed to secure a safe working environment.
7. In accordance with legislation the company operates a no smoking policy.



Massimiliano Sammartano

Chief Executive Officer 1st January 2020