

# Health & Safety Policy



We are committed to ensuring the health, safety and welfare of our employees. We fully accept our responsibility for our employees and other persons who may be affected by our activities and will take steps to ensure that the requirements of the Health & Safety at Work, etc. Act 1974, the Management of Health & Safety at Work Regulations 1999, the requirements of the Electronic Industry Citizenship Coalition (EICC) code of conduct, the company Global Health & Safety Policy and other relevant statutory duties are met at all times.

***Our vision is to maintain a business framework that puts safety first and seeks to provide consistent global standards for all our employees.***

Our Health & Safety philosophy is driven from Board level throughout the business and is encompassed within our Global HSE Strategy and underpinning objectives. We believe in having a culture that encapsulates health & safety and underpins our entire business activity as well as engendering continuous improvement that contributes significantly to everyone's health & safety.

We are committed to achieving this throughout our business by:

- Visible management commitment & leadership;
- Delivering of our key HSE standards;
- Effective management systems & practices that ensure risks are dealt with sensibly, responsibly, proportionately and in a timely manner;
- Promoting a health & safety culture throughout the business;
- Driving continuous improvement that significantly contributes to our business performance.

Our effective H&S planning is underpinned by risk assessments, processes, safe systems of work and health monitoring, designed to adequately control HSE risks within our business. We ensure that our employees are provided with the necessary information, instruction and training to enable work activities to be performed safely and that arrangements are in place and maintained to enable colleagues to raise HSE issues.

The successful implementation of this policy and our safety management system requires total commitment from all individuals within our business. We operate a "don't walk past" approach to HSE which means that it is incumbent upon all employees to address or report a risk or incident as soon as possible. All employees have a duty under Section 7 of the Health & Safety at Work Act, 1974 to take reasonable care for the health, safety and welfare of themselves, other employees and other persons who might be affected by their activities and for the avoidance of damage, and that they should:

- Become familiar with the Health & Safety Policy and take an active interest in health and safety at work;
- Comply with the instructions and procedures issued for safe working;
- Make proper use of personal protective equipment provided.

We will set HSE targets and objectives and regularly monitor our performance, fully engaging all areas to ensure delivery throughout the overall business. Full details of the organisational arrangements for health & safety are set out in the company management system and associated documents which underpin this policy statement. This policy, objectives and targets will be subject to a formal annual management review.

A handwritten signature in black ink, appearing to read 'Lex Kellet', is positioned above the typed name and title.

Lex Kellet  
Operations Director  
March 2016

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