

## HEALTH & SAFETY POLICY STATEMENT

R.R Andrew Limited recognises that it has a legal duty of care towards protecting the Health and Safety of its employees and others who may be affected by the Company's activities.

In order to discharge its responsibilities, management will:

- Provide an organisational structure that defines clear responsibilities for health and safety.
- Ensure that the systems and procedures relating to this Policy Statement are rigorously applied.
- Provide adequate control of the health and safety risks arising from our work activities.
- Consult with our employees on matters affecting their health and safety.
- Provide and maintain safe plant and equipment.
- Ensure the safe handling and use of hazardous substances.
- Provide information, instruction and supervision for employees.
- Provide adequate training and ensure that all employees are competent to do their tasks.
- Maintain safe and healthy working conditions.
- Satisfy itself that any organisation who is contracted to carry out work for the Company is able to demonstrate that it pays due regard to health and safety matters.
- Bring this Policy Statement to the attention of all employees and seek their co-operation in supporting management in its efforts to establish and maintain a safe and healthy working environment.

This Health and Safety Policy Statement and its associated organisational arrangements, systems and procedures, will be reviewed at least annually and revised as necessary to reflect changes to the business activities. Any changes to the Policy will be brought to the attention of all employees.

It is the responsibility of all employees to co-operate in the implementation of this Health and Safety Policy within their areas of influence. Employees have a legal duty to ensure their own safety and the safety of others (for example, colleagues, visitors, contractors) under the Health and Safety at Work Act 1974.

All employees must therefore:

- Comply with any safety instructions and directions issued by the Company, particularly those specified in the policies and procedures specific to their role.
- Take reasonable care for their health and safety and the health and safety of other persons (e.g. other employees, contractors, customers, workmen, etc.) who may be affected by their acts or omissions at work, by observing safety rules which are applicable to their role.

- Co-operate with the Company to ensure that the aims of the Health and Safety policy are achieved and any duty or requirement on the Company by or under any of the relevant statutory provisions is complied with.
- Report and co-operate in the investigation of all accidents or incidents that have led to or may lead to injury.
- Use equipment or protective clothing provided in accordance with the training received.
- Report any potential risk or hazard or malfunction of equipment to management.

Any failure by employees to comply with any aspect of the Company's health and safety procedures, rules or duties will be treated by the Company as serious or gross misconduct.

All employees have a responsibility to observe all safety rules and to co-operate with the manager charged with responsibility for the implementation of the Company's health and safety policy to achieve a healthy and safe workplace and to take reasonable care of themselves and others.