



THE WILLAN FAMILY OF BUSINESSES HEALTH AND SAFETY MANUAL

Sections 1-4

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Amendment 01 (01/04/2019)

4.4 HEALTH AND SAFETY and ENVIRONMENTAL POLICY STATEMENT

The directors within the business will adopt the principles that the safety, health, welfare and environmental conditions affecting each and every employee (and that of suppliers and contractor's employees) are the fundamental responsibilities of the various businesses.

Above all the business is committed to the prevention of injury and ill health of all its employees, contractors, visitors and neighbours. In addition, it is also committed to minimising the environmental effects by employing the highest standards and enhancing environmental performance by controlling the aspects and impacts of the business along with the life cycle of its products.

The business will operate to the spirit and letter of all relevant Health & Safety and Environmental legislation and other requirements applicable, e.g. codes of practice, health and safety controls and procedures. Directing Managers will ensure their management teams always strive towards the objectives identified at the Annual Corporate (review) Meeting and will encourage employees to be pro-active and involved in health and safety and environmental issues.

The business will demonstrate to outside bodies and interested parties, both internal and external, that through professional management, supervision, training and instruction, health and safety and environmental issues are regarded with the same importance as production, profitability and customer service.

The Significant Hazard Identification Registers will form the basis of a review process linked to the business Health and Safety Management Systems as described in the Corporate Health and Safety Manual. The aspects and impacts register, interested parties register and product life cycle will form a basis for an environmental review process.

Whilst the major accountability for health and safety and environmental management is that of the directors, all employees (including suppliers, contractors and self-employed personnel) have specific roles and responsibilities, both legal and contractual. These are detailed in the Health and Safety and Environmental Manuals and communicated through safety and environmental briefings and training.

The business will provide ongoing development of managers to enable them through practical health and safety and environmental management training to ensure they employ modern safety and environmental principles together with leading employees toward working to best industrial standards.

The business will provide the necessary authority and resources for relevant managers and supervisors to enable them to organise, plan, operate and maintain high standards of health and safety and environmental control in their own areas of operation.

The business will ensure that relevant managers develop an ongoing improvement of employee safety and environmental awareness and create a positive culture on these issues within the business.

A commitment to continual improvement, the safety and health of its employees and the protection of the environment is taken by the Directors of the business and will be measured and monitored in the annual and quarterly reviews and through Standard Key Performance Indicators.

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