



HEALTH AND SAFETY POLICY

Issue 1

Our statement of general policy is to act as a good employer and to conduct business activities in a way which will achieve the highest possible standard of health and safety for our employees, contractors, visitors, customers and others who may be affected by Fleckimet's activities. The Company regards the successful management of health and safety, as equal to all its other business activities at all levels of management.

Our objectives are:

- To comply with all legislative requirements in whatever country we are working, and to ensure pertaining legislation is kept up to date.
- To comply with the requirements of our OHSAS 18001 Health and Safety management system.
- To identify the health and safety risks arising from our work activities, eliminate these where possible and provide adequate control of any remaining risks;
- To provide employees with health and safety training, ensuring safe operation of plant and machines;
- To provide and maintain safe plant and equipment;
- To ensure safe systems of work are adhered to by all employees.
- To ensure any contractors working on our premises, adhere to health and safety disciplines during work operations;
- To ensure any visitors are made aware of our health and safety disciplines.
- To ensure safe handling and use of materials and substances;
- To consult with our employees on matters affecting their health and safety;
- To provide information, instruction and supervision to employees;
- To ensure all employees, contractors and visitors are aware of emergency procedures;
- To prevent incidents and cases of work related ill health;
- To maintain safe and healthy working conditions.

This policy, which is available to all interested parties, is the direct concern of all Company Management, who are accountable to the Managing Partner for its overall implementation. To this end, the Managing Partner has given executive authority to the General Manager to implement policy and introduce company arrangements to comply with our legal requirements, so that incidents and ill health are reduced to an absolute minimum. Secondly, the co-operation of all employees, contractors, visitors, customers (and those under their control) is vital. They all have a duty to act responsibly, and to do everything they can to prevent injury to themselves and others and damage to plant/equipment, by:

- Adhering to all health and safety rules in their behavior and work activities, including the use of PPE and machine/plant guards;
- Reporting incidents or hazards which could lead to injury or damage;
- Collaborating with safety inspections and risk assessments.

Duties of various levels of management and personnel, are detailed within a Responsibility Matrix held within the Company's Integrated Management System.

The Company's Managing Partner accepts his overall responsibility for Health & Safety within the Company and by signing this Health & Safety Policy Statement, commits to a process of continuous improvement of our health and safety performance by ensuring improvement objectives are set, monitored, achieved and by ensuring the availability of all resources, necessary to achieve these objectives

The policy will be kept up to date, particularly in light of legislative changes and as the business evolves. To ensure this, the policy and the way in which it is operated will be reviewed by Management each year.

Signed: George Fleck

Date: 22/07/15

George Fleck

MANAGING PARTNER

fleckimet