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Scope	Sites:	Manufacturing	X	Warehouses	X	Offices	X
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Group Occupational Safety & Health Policy

1. Policy

One of Scott Bader's core values is the safety, health and welfare of our colleagues and other persons affected by our activities or who use our products. As such we are committed to:

- providing safe and healthy working conditions
- preventing work-related injury and ill-health
- meeting or exceeding legal requirements and any reasonable expectations of our stakeholders
- the elimination of hazards (wherever reasonably practicable) and the reduction or mitigation of occupational safety and health risks
- achieving/maintaining 'world-class' systems and performance through the continual improvement of the SHE Management System
- consulting with our colleagues and encouraging their participation in initiatives to improve our occupational safety and health systems and performance

Our overarching objective is to achieve and sustain 'world-class' occupational safety and health systems and performance, and this journey will be supported by annual objectives and performance targets aligned to our SHE Roadmaps.

In managing safety and health, we will create a culture that ensures that sound safety and health management is afforded the same priority as other business objectives and becomes an integral part of everything we do.

Whilst every colleague has a personal responsibility to control and minimise risks present in their own activities; we recognise that responsibility for the organisation of safety and health issues rests with our management team. The overall responsibility for the management and implementation of safety, health and welfare within the Company is placed on me. Responsibility then cascades through the organisation with all managers, colleagues, contractors, and agency workers having individual responsibilities for Safety, Health and Welfare.

To generate and maintain our culture for safety and health, we will:

- demonstrate personal commitment and lead by example
- establish a comprehensive and robust SHE management system
- allocate formal responsibilities for occupational safety and health management and hold people to account in respect of these
- provide adequate budget for occupational safety and health management
- appoint competent SHE resource across the company
- provide appropriate training; supported by appropriate supervision, guidance and information
- monitor, measure, audit and report on our SHE performance
- ensure that examples of best practice and learnings from incidents are shared
- work closely with external agencies, and within our industry, to ensure our continued adoption of best-practice solutions in occupational safety and health management

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2. Supporting Policy, Standard, Procedure and Guidance Documents

This Policy should be read in conjunction with the complimentary management system documents ***GP-SHE-POL-001 Group SHE Policy, GP-SHE-POL-101 Group Process Safety Policy, GP-SHE-POL-301 Group Environmental Policy, GP-SHE-FWK-201 Group Occupational Safety & Health Roadmap, GP-SHE-STD-000 Group SHE Zero Harm Rules*** and the relevant supporting standards, procedures and guidance listed in ***GP-SHE-GUI-001 Group SHE Management System Document Register***.

3. Subsidiary Policy, Standard, Procedure and Guidance Documents

Any standalone offices (with 5 or more people), all standalone warehousing facilities and all manufacturing sites, are required to have a site-specific occupational safety and health policy that is aligned to this policy and formally endorsed by the site management lead. In addition, all such facilities are to ensure they have appropriate management systems in place that meet, or exceed, the minimum expectations set out in the Group SHE Management System documentation.

4. Communication

This Policy will be:

- brought to the attention of all colleagues, including posting on key notice boards at all sites,
- brought to the attention of visitors and contractors working on Scott Bader sites along with any other relevant SHE requirements, and,
- made available to any interested party through the Scott Bader internet site.

5. Review of Policy

This policy will be reviewed, and when necessary revised, and formally re-issued at intervals not exceeding 24 months.

6. Authorising Signatory

Kevin Matthews – CEO

26th May 2021
Date

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DOCUMENT CONTROL

Issue / review date	Description of change	Author	Approved
26/05/21	First issue	David Jones – Group SHE & Sustainability Manager	Kevin Matthews – CEO