



Integrated Management System (IMS) Policy

We are committed to providing work environments where any risks to the Health & Safety of our employees are properly controlled. We aim to ensure that our customers have effective hygiene methods & systems to enable them to meet the ever-increasing hygiene and commercial pressures placed upon them. We recognise, as a key supplier to the food industry, the requirement for appropriate systems and controls to ensure the quality of our products and services. We recognise that Holchem Laboratories Ltd. is a member of the chemical industry and is committed to operating high standards of safety and environmental controls. Our Integrated Management Systems include occupational & process safety, environment management and quality assurance (products and services).

We are committed to: Complying with all applicable requirements, including the Health & Safety at Work etc. Act 1974 in the UK, The Safety, Health and Welfare Act 2005 in the ROI and with our compliance obligations related to our environmental aspects and customer requirements.

Continuously improving the effectiveness of our Safety Environmental and Quality Management systems, to enhance our performance in order to reduce the risk to people and the environment.

Ensuring that we maintain effective Business Continuity Plans, reviewed following any significant changes.

Affording Health and Safety equal priority to Environment, Quality, Sales, and all other business activities.

Ensuring that we have effective methods for consultation and participation of our workers to allow them to contribute to the IMS.

Preventing Major accidents: We have identified our potential Major Accident Hazards and the measures necessary to prevent those major accidents (to limit their consequences for people and the environment) have been taken.

As far as reasonably practicable, we will: Ensure our operations are carried out in line with all our obligations. Manage our work activities to ensure the safety, health and welfare of our employees, and to persons not in our employment who may be exposed to risks to their health or safety. Consult with our employees on matters affecting their health and safety. Maintain and review written risk assessments and ensure that identified protective and preventative measures are implemented and maintained, including Safe Systems of Work. Provide and maintain safe plant and equipment, including ensuring relevant competent external inspection. Provide and maintain equipment and infrastructure designed to protect the environment. Ensure the safe handling and use of substances (and articles). Where hazards cannot be eliminated, we will follow the hierarchy of control, and where assessed provide suitable PPE FoC. Provide information, instruction and supervision for all employees. Ensure that all employees are competent to do their tasks, including providing adequate training. Prevent losses,

including: preventing pollution, environmental damage, damage to plant, accidents, and work related ill health etc. by providing adequate control of the health, safety and environmental risks arising from our work activities.

Apply the hierarchy of waste, in order of priority: prevention, preparing for reuse, recycling, recovery, and disposal.

Ensure the efficient use of resources by designing and reviewing our products and processes to minimise their Health, Safety and Environmental impacts.

Managing our design and purchasing processes to enhance the sustainability of our products.

Maintain safe and healthy working conditions at any place of work under the company's control, including the design of the premises, and its maintenance.

Provide adequate welfare facilities.

Prepare, test, and maintain emergency plans, ensuring the safe means of access and egress.

Employ a competent Safety Advisor(s).

In order to achieve this: We will continue to determine our compliance obligations, considering all interested parties including staff, regulators, neighbours, customers and shareholders. We will effectively operate our management systems and audit and carry out general inspections. We will periodically review our hazard analyses to reduce risks to the lowest level practicable. We will accept advice and assistance from our Safety Advisor(s). We will continuously improve our performance by monitoring and reviewing our safety, quality and environmental objectives, PSPIs and KPIs. We will evaluate and report on the fulfilment of our compliance obligations. Where appropriate we will take corrective actions.

We recognize the need to maintain employee satisfaction, as the effectiveness and efficiency of the organization can only improve through their involvement, support and development by providing a working environment where everyone is free from intimidation harassment and/or undue stress.

When necessary, this policy shall be enforced to prevent improper conduct likely to put persons, the environment, or the business at risk

This policy is signed on behalf of Holchem Laboratories Ltd. Its purpose is to set the IMS framework and to obligate all employees to prevent losses to people, the environment, and the business.

This Policy will be reviewed at least annually and communicated to all staff within the organisation: during inductions, training, on noticeboards, and via Evolve. When requested this policy is made available to other interested parties and is available on the Holchem website.

Stuart Middleton
Managing Director of Kersia UK/IE
On behalf of Holchem Laboratories Ltd.

Date 17.2.23