

# Kersia UK Integrated Management System (IMS) Policy

## (Statement of Intent)

The default position is that we comply with all applicable health, safety and environmental legislation; including the Health & Safety at Work etc. Act 1974 in the UK, The Safety, Health and Welfare Act 2005 in the ROI. We will comply with our obligations related to the ISO 9001, ISO14001, ISO 45001 standards, our environmental aspects, relevant customer requirements and other applicable requirements.

Those of us in leadership positions, must lead by example ensuring Health & Safety, Environmental and Quality matters are afforded equal priority to Sales, Production and all other business. No one department or person is prioritised over any SHEQ matter. I require that all Directors, Managers, Supervisors and employees support this policy.

We are committed to:

Minimising work-related injuries and ill-health, including mental health, by reducing health and safety risks so that they are as low as reasonably practicable (ALARP) and tolerable. We will follow the hierarchy of control, and where assessed provide suitable PPE Free of Charge.

Preventing Major accidents; we have identified our potential Major Accident Hazards and the measures necessary to prevent those major accidents and to limit their consequences for people and the environment.

Preparing, testing, and maintaining emergency plans, ensuring the safe means of access and egress.

Providing information, instruction and supervision for all employees. Ensuring that all employees are competent to do their tasks, including providing adequate safety training.

Ensuring that we have effective methods for consultation and participation of our workers to allow them to contribute to matters affecting their health & safety and the Integrated Management System.

Maintaining and reviewing written risk assessments, including COSHH, and ensuring that identified protective and preventative measures are implemented and maintained, including Safe Systems of Work. Ensuring the safe handling and use of substances (and articles).

Maintaining safe and healthy working conditions at any place of work under the company's control, including the design of the premises, and its maintenance. Providing adequate welfare facilities. Providing and maintaining safe plant and equipment, including ensuring relevant competent external inspection.

Preventing 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. And providing and maintaining equipment and infrastructure designed to protect the environment.

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

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 support and 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.



Stuart Middleton

Managing Director of Kersia UK/IE

