

Edenreach

Health and Safety Policy

Policy

1. Our employees' well-being and safety at work are of utmost significance and are crucial to the success of the business. They therefore share equal footing with the excellence of our services and the success of our business as corporate objectives.
2. Safety and health at work are managerial responsibilities. Therefore, managers must carry out their responsibilities responsibly because they are role models for the employees.
3. All of our employees' participation and collaboration are necessary for effective occupational safety and health protection.
4. In order to achieve occupational safety and health protection objectives, employees must act responsibly and to the best of their abilities.
5. We expect our suppliers to uphold the same level of health and safety protection as Edenreach's.

Policy - Explanatory

1. The safety and health of our employees at work are of prime importance and make a key contribution to the company success. As such, they are a corporate objective of equal standing with the quality of our product and commercial success.
 - Edenreach operates for the benefits of its shareholders, employees and customers, while playing a role in the community.
 - Occupational safety requirement is taken into account in all decisions. Responsibility for the safety and health of all employees has the same high priority as the economic development of the company.
 - In order to achieve the highest level of health protection for our employees, the following steps are taken:
 - All provisions and regulations arising from the [Health and Safety at Work etc Act 1974](#).
 - Providing health and safety training for employees, as well as keeping logs of the trainings for future reference.
 - Provide, and train employees, with PPE (personal protective equipment).
 - Managing emergency procedures.
 - Implementing the best standards for management systems of occupational health and safety such as the [ISO 45001 standard](#).

- Take out and maintain a compulsory insurance policy, known as Employers' Liability Insurance, which covers employees against accidents and ill health.
2. Occupational safety and health maintains and strengthens the performance capabilities and motivation of our employees.
 - The part played by our direct employees or indirect employees plays a vital role in the success of the company. Using and developing existing employee's resources and tapping new ones is therefore of great importance to the development of the company. Health and wellbeing are the prerequisites for employees to be able to contribute their performance capabilities and develop the motivation to commit themselves to the full.
 3. Managers are role models and must perform their duties responsibility. Occupational safety and health are a management task.
 - Managers carry responsibility for their co-workers and for fulfilling the duties assigned to them. Line managers are directly responsible for the safety of Employees who work in the department directly or indirectly.
 - Beside ensuring machinery safety line managers must also ensure safety operating procedures and pay attention to safe behaviour. Managers are role models and must not behave in a way that jeopardizes safety or tolerates such behaviour in others.
 - Manager responsible for overall and final responsibility for health and safety:
 - Position [or name] of said manager.
 - Day-to-day responsibility for ensuring this policy is put into practice:
 - Position and areas of responsibility of the employee.
 - Repeat step above as there are people responsible.
 4. Successful occupational safety and health protection are dependent on the involvement and cooperation of all our employees.
 - Occupational safety and health is a joint task for which management, in which management and employees are co-dependent for each other's safety.
 5. Employees must cooperate responsibility and to the best of their abilities in achieving occupational safety and health protection goals.
 - In our organisation there are highly skilled employees with more experience, and less skilled or less experienced employees. Either way everybody has to be responsible at their post. When a less experienced employee begins a new activity, the employee would be trained in that task and any hazards highlighted at this time, by a person specialised in the area of work. Employees who notice additional hazards or potential risks should discuss them as soon as possible with their line manager. All employees are called

upon not to carry out any actions they deem unsafe and also to raise any unsafe actions carried out by others.

6. The same safety standards that apply for our employees, also applies to employees of our suppliers. This is taken into account when selecting and collaborating with our suppliers.

- Edenreach makes no distinction between its own employees and indirect employees when it comes to safety. Anyone working for us on a contract or temporary basis must observe occupational safety and health procedures. This applies to all personnel who works or visits edenreach.

If you have any concerns or suggestions in regard to this policy please contact our Compliance Officer.

This policy shall be reviewed within two years from the date it has been adopted on.

Name:

Position:

Date:

Signature:

Review date: