



# Herschel Infrared Ltd - Health, Safety and Environmental policy statement (July 2014)

## **Purpose and scope**

This policy statement sets out our commitment to achieving the highest health, safety and environmental (HS&E) standards across our operations. It applies to all employees, in all our operating countries.

## **Policy objectives**

We are committed to delivering great service to our customers – but also to do that in a manner which safeguards the health and safety of our employees, contractors, client staff and members of the public, while also protecting the environment where it may be affected by our activities.

Everything we do in relation to health, safety and the environment is in line with the fundamental beliefs inherent in our vision and values. Our health, safety and environmental goals are centred on continually improving our services and striving to exceed the expectations of our customers.

Our executive board members are responsible for ensuring that this policy is reviewed annually and implemented correctly.

Our managing directors and senior management are responsible for ensuring that we have the organisation and resources in place to help us reach our goals of protecting the environment and reducing our health and safety risks so far as reasonably practicable.

## **Requirements**

We identify all applicable laws and regulations, and other requirements and ensure that appropriate controls are in place to achieve compliance.

Our risk management processes identify what we need to do in order to reduce the impacts of our activities on our people, those around us and the environment. By communicating these risks and impacts in a timely manner, to our people, customers and the communities where we work, we aim to ensure that everybody is aware of and supports our purpose.

We aim for continual improvement in our services, thereby helping us reduce our environmental impacts and the risk of injury or ill health.

We give our people the skills and competencies they need to prevent pollution, injury and ill health, to work safely and to consider the safety of colleagues and others who may be affected by their work.

We foster a culture of open communication, where our people feel able to raise concerns on any HS&E matters. Our managers and supervisors will treat the concerns of our people seriously and respond accordingly.

By partnering with suppliers, customers and contractors, we can develop more sustainable products and deliver a high standard of service with regard to HS&E performance.

Where near misses and incidents do occur it is absolutely imperative that we learn the lessons necessary to prevent them happening again and that we share these across our operations.

We recognise that the competence and skills of our people need continual development through training and empowerment, allowing them to fulfill their roles and help us meet our objectives.



## **Responsibilities**

**The CEO** is responsible for reviewing, endorsing and achieving this policy's aims.

**Managers** are responsible for:

- Implementing and enforcing the processes and procedures;
- Ensuring that their people are aware of their responsibilities and receive appropriate training; and
- Addressing any inappropriate behaviour.

**Employees** are responsible for:

- Carrying out their work in line with this policy and associated procedures;
- Challenging any behaviour that falls short of the expectations of this policy; and
- Identifying any breaches of this policy and reporting them to their line manager.

**Paul Morey**

A handwritten signature in black ink, appearing to read "Paul Morey", written in a cursive style.

**Chief Executive Officer**