

HSE Policy Issue 7

EMSD3: 4.12.18

Health, Safety & Environmental (HS&E) Policy

Frost Electroplating Ltd is a subcontract metal finishing organisation providing electrolytic and chemical surface treatments of 'free issue' customer parts. The company services the automotive, aerospace, consumer goods, telecommunications, electrical devices and general engineering sectors. The company's finishing services generally deliver an increase in performance through enhanced electrical conductivity, solderability and corrosion resistance.

This policy is set to influence all of the activities of the business and all people connected with the business. Through operation of this policy a strong, safe and sustainable business will be maintained.

Health, safety & environmental (HS&E) aspects of the business have equal priority and importance to other business issues and are controlled within the management systems of the company.

Frost Electroplating Ltd commits to:

- meet all relevant compliance obligations (HS&E legislation and other applicable requirements)
- review the health, safety & environmental impacts of all activities annually
- improve the overall health, safety & environmental performance continuously including monitoring performance and auditing
- prevent accidents, injury, ill health & pollution and to protect the environment
- involve all employees in the HS&E programmes and to address the needs of its stakeholders
- provide individuals a level of training to enable them to operate effectively
- measure & document its environmental & safety performance
- reduce waste & improve the efficiency of use of natural resources including energy & water
- consult with employees in order to maintain a safe & healthy working environment
- make this policy available to interested parties in the public domain

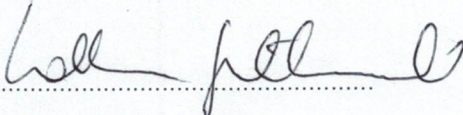
Every employee must work safely and with environmental responsibility and through these principles maintain the health, safety & welfare of all people that may be affected by the activities of the company, including work colleagues, visitors, contractors and the public. Employees are expected to follow work procedures and use all protective equipment provided.

The Directors commit the resources including training necessary to ensure everyone connected to the business understands:

- their *Duty of Care* for both health and safety and the environment
- their responsibilities under the Health & Safety at Work Act (1974)
- their responsibilities under the Environmental Protection Act (1990)
- their role in the organisation

The Board of Directors at Frost Electroplating Ltd subscribes to the principle of *Sensible Risk*. The company deploys systems, processes, and practices that are practicable; that keep employees safe and healthy, whilst generating profit to meet the company's continual investment and redevelopment needs.

The Managing Director is responsible for this policy; the overall management systems; *Objectives and Targets* and *Management Action Plans* that are set & reviewed at least annually. A management structure distributing responsibility and authority over the different aspects of the business to named individuals has been established.

Signed: 

William Southall
Managing Director
Frost Electroplating Ltd

4th December 2018