

Health & Safety Policy

At Biocatalysts we are fully committed to ensure that the highest standard of occupational health, safety and welfare for our employees and visitors. Our occupational health and safety management controls are detailed in our integrated management system. Our management system is structured towards continual improvement to reduce any occupational health and safety risks of all our employees, and visitors at our sites.

Our manufacturing sites will comply with all statutory requirements and any other standard to which we subscribe that are related to our workplace hazards for the country that they abide. We will achieve this by way of regular reviews of our legal compliance and workplace inspections. During the annual strategic review, the setting of Occupational Health and Safety objectives and targets will ensure continual improvement to our procedures, processes, and systems to better our Occupational Health and Safety performance.

Our goal is to remove or mitigate risk and maintain a workplace where employees, clients, contractors, visitors and members of the public are not exposed to hazards.

We will assign the necessary human, technical and financial resources to aid development of our management systems, the regular review and evaluation of their procedures, as well as continual improvement to eliminate hazards and reduce risks.

We recognise the critical role that senior management hold to ensure that Occupational Health and Safety is prioritised in the work environment. Managers at all levels are accountable for managing Occupational Health and Safety within their area and to provide strong leadership and direction in making our manufacturing sites safe.

As a management team we are committed to provide safe and healthy working conditions for the prevention of work-related injury and ill health. We will consult our employees for improvements and considerations of any health and safety topics.

Employees are responsible for working in a safe manner, as to prevent injury to themselves and others. We empower our employees to:

- Never perform an unsafe task, put the task on hold until the responsible manager has reviewed the task.
- Challenge any unsafe tasks they see or perceive.
- Actively become involved in improving Occupational Health and Safety across our business.
- Comply with statutory requirements, company policies and procedures.
- Doing all they can to eliminate hazards and prevent injury and illness.
- Reporting all incidents that caused or could have led to injury or ill health.
- Assisting in the investigation of health, safety incidents to identify cause and prevent any recurrence.

Overall responsibility for the Occupational Health and Safety and welfare of employee's rests with me; however, I have delegated responsibility for the implementation of this policy to my management team. These responsibilities are delivered through a series of procedures detailed in all the supporting documents to this Policy.

This Policy will be regularly reviewed to ensure its continuing effectiveness.