

Health and Safety Policy 4.0

Date: 01.03.19

Issue: 5.0

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1.0 Policy Statement

Authorised by:
HSE Manager

Mil-Ver Metal belongs to the AMC Group. The AMC Group believes that a safe working environment is not only necessary to comply with all relevant statutory Health and Safety requirements, regulations, and other relevant approved codes of practice, but is also of fundamental importance to the efficiency and culture of its operations.

AMC consequently puts the highest priority on Health and Safety, which is enshrined in the following principles:

All injuries should be preventable. AMC believes that all injuries and accidents are preventable provided the organisation works together to manage risks and ensure safe working practices.

Management must lead the safety effort. It is management's responsibility to lead the safety effort in a sustained and consistent way, establishing safety goals, demanding accountability for safety performance, and providing the resources to make the safety policy work.

Employee commitment to safety is required. While leadership's role is critical, every employee in each subsidiary must be committed to the drive for continuous improvement and safety excellence.

All operating hazards can be controlled. An effective safeguard can be provided against all hazards. Where sources of danger cannot be eliminated, measures such as special training, safety devices, and protective equipment must be employed; these measures will be effective if implemented as intended.

Every employee must be trained to work safely. Awareness of risks and hazards does not come naturally to everyone; all employees need to be trained to work safely and to continually renew safety knowledge.

Safety is a condition of employment. Each employee is expected to be conscientious in assuming personal safety responsibility from their first day of employment with the AMC Group.

Safety performance in the workplace must be audited. Comprehensive inspections of the workplace, safety training and performance are necessary to monitor performance and to identify weaknesses.

All deficiencies must be corrected without undue delay. Whenever a safety deficiency is found — either by an audit for investigation or in the normal course of work — prompt action is required both to overcome the hazard and to reinforce the message that safety is a priority.

Safety is good business. Injury prevention is one part of creating competitive advantage. Injuries sap motivation and ultimately cost money, which undermines competitiveness. Safety excellence creates a motivational culture, encouraging participation and high standards in all aspects of working life.

Intelligent, trained, and motivated employees are any company's greatest resource. Our success in achieving the required Health and Safety standards depends upon all the people in our organisation and their level of motivation, knowledge and training.

To achieve these objectives the management of Mil-Ver Metals are committed to:

- Complying with all statutory requirements, regulations, legislation and other approved codes of practice relevant to the company's operations in the UK,
- Ensuring appropriate preventive and protective measures are implemented following the identification of work-related hazards. The identification of hazards and risks can come about through risk assessment, accident or incident investigation, audits, site inspections, pre-shift inspections or reports from the workforce. The company complies with the legal duty to perform and update risk assessments,
- Applying appropriate controls to prevent employees, and other relevant parties from being exposed to risks to their health and safety. This will be achieved through training, information, safe working procedures, control of contractors, etc.
- Maintaining the workplace in a safe condition, thus ensuring a healthy working environment for all its employees. This will include providing safe access and adequate facilities and arrangements for welfare at work,

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- Providing suitable work equipment and vehicles which are adequately maintained,
- Providing the necessary manpower, resources, equipment, information, instruction, training and supervision to ensure the health and safety at work of our employees and other interested persons,
- Encouraging the active participation of its employees in the health, safety and welfare provisions whilst empowering them to achieve the health and safety standards that we expect,
- Maintaining arrangements for emergency responses including fire, molten metal spills or explosions, environmental incidents and medical emergencies,
- Ensuring that the company has access to health and safety advice by ensuring that at least one member of the management team has appropriate training and by engaging with external advisors when necessary.

The company recognises the need to consult with its employees on Health and Safety matters to achieve arrangements which are practical and safe. This will be done via face to face meetings or briefings. We welcome suggestions from employees, which are designed to promote and improve health and safety arrangements at any time and endeavour to reward these efforts via a safety bonus scheme.

The effective implementation of our health and safety policy relies on the co-operation and collaboration of all employees. There is a legal duty under the Health and Safety at Work Act 1974 for each employee to:

- Co-operate with the company on matters relating to health, safety and welfare,
- Take reasonable care of their own and other people's health, safety and welfare,
- To familiarise themselves with and implement company procedures and to report any shortcomings.

The Board of Directors, Operations Director, Managers and Supervisors will actively pursue and implement this policy. All employees are expected to support and implement the requirements of the safety system.

The allocation of specific duties relating to safety matters, including the identity of competent persons are set out in the Health and Safety Policy or in relevant work instructions.

It is the responsibility of the Operations Director to monitor the effective implementation of this policy and ensure that adequate resources are provided to enforce it.

This policy will be kept up to date to reflect changes in the business or legislation. To ensure this, the policy and its effectiveness will be reviewed annually. This policy and any revisions or additions will be brought to the attention of those who are affected by it.

Signed
Steve Horsman

Operations Director