



Health and Safety and General Policy Statement

It is the policy of Semefab to conduct its activities, including off site business related activities, to take account of the health and safety of all persons on the Glenrothes site. And pay special regard to the protection of the environment in the community in which it operates. We are committed to achieving the highest standards throughout our business, and management of health and safety forms an integral part of these commitments. The contribution of each and every employee is an essential part of improving our health and safety performance.

The expectations of what Semefab expects from their employees and what our employees can expect from Semefab UK in terms of health and safety is summarised in our EHS workplace charter. In addition our occupational health and safety management system is based upon ISO 45001:2018 adopting the principles of this standard wherever possible.

Requirements in implementing this policy, the local SiteManagement at Glenrothes must:

- Protect the Health and Safety of our employees and other affected by our operations, aiming to eliminate all work-related injuries and illnesses.
- Provide information, instruction, training and supervision to enable staff, contractors and visitors, as appropriate to carry out their duties safely, without harm to themselves, others, or the environment.
- Provide and maintain buildings, plant, equipment, processes, systems of work which are safe for employees, contractors, visitors and members of the public and surrounding environment.
- Put measures in place to ensure process safety risks such as fires, explosions, and accidental releases (spillages or losses of containment) are prevented.
- Involve staff in reviewing and improving environment, health and safety performance, and where appropriate consult employees and their representatives on safety and health matters.
- Ensure there is prompt investigation and reporting of accidents, incidents and work related ill health, and appropriate action is taken to prevent recurrence.
- Operate our business in an environmentally and socially responsible manner.
- Commit to continuous improvement of environment, health and safety performance.
- Comply with legal and ethical requirements and Semefab health and safety standards.
- Liaise with the relevant regulatory authorities to ensure we maintain a good working and professional relationship with them.
- Develop, maintain and test plans for emergency response and business continuity.
- Adopt a comprehensive approach to product stewardship, which includes key suppliers and contract manufactures.
- Interact and co-operate actively with relevant authorities and key stakeholders in resolving issues and improving performance.
- Provide and maintain an effective organisation to implement the policy, and prevent pollution to land, sea or air.

Signed

A handwritten signature in blue ink, appearing to be "Alan James", written over a dotted line.

Date 11/11/2021

Alan James
Managing Director