



HIGHLANDER PAPER RECYCLING LTD

HEALTH & SAFETY POLICY STATEMENT

This company recognises that its people are its most valuable asset. Our Management team are committed to the provision of a safe and healthy working environment, which extends to the protection of the public, property and the environment, and operates a Health & Safety Management system in accordance with the requirements of ISO45001:2018 standards. The company takes a zero-tolerance attitude to unsafe practices and safety is always the first consideration with respect to all business activities.

The policy of this business is to take all reasonably practicable steps to ensure the health, safety and welfare of all employees, contractors, customers, visitors and the general public from any injury relating to work activities. The business will therefore comply with all statutory requirements, regulations and approved codes of practice dealing with health and safety where applicable.

In fulfilling this commitment, and in compliance with legislative requirements, management will strive towards the continued development of a positive Safety Culture within the workplace to help maintain a safe and healthy working environment for all persons within the workplace. Staff are encouraged to document and report incidents/near misses and to suggest safer ways of working for preventative action. Staff are also required to formally report any accidents to establish the root cause. These reports will be investigated with the aim of preventing problems occurring and management will endeavour to eliminate hazards where recognised.

Management, in combination with active employee involvement can, to a great extent, prevent and control accidental losses of all types. Prevention of such loss is the direct responsibility of all employees, managers and directors alike. All management functions will comply with the Company Policy regarding Health & Safety. All staff should perform their duties properly and in accordance with established procedures, instructions and rules. There is a formed H&S committee which meet on a monthly basis to discuss any health and safety matters and discuss agreed actions.

This policy is reviewed at intervals not exceeding 12 months and the target will be to continuously improve Health & Safety within the business and meet the requirements of all relevant legislation and the ISO45001:2018 standard. Objectives and targets are set annually at management review meetings.

**Approved by Board of Directors
February 2020**

[Public]

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