

Safety, Health & Environment (SHE) Policy

INTRODUCTION

William Blythe Limited, part of the Synthomer group of companies, is an inorganic chemicals manufacturer based in Church near Accrington, Lancashire. The Company produces metal salts based on copper, tin and zinc, together with a range of speciality inorganic iodine derivatives.

The management of the impact that all our activities have on safety, health and the environment (SHE) is a fundamental part of how we conduct our business. Our ultimate goal is to minimise any environmental burden created by our activities, and to have no accidents or incidents or adverse impact on the health of those who work on, or live near our site, nor to those who use our products. We will continuously improve our performance towards these goals by setting challenging annual objectives and managing our progress towards them.

OUR COMMITMENT

The Company is committed to operating in a safe and environmentally conscious manner with the support and active participation of all our employees in order to be a responsible partner in the community. In light of these principles, it is our policy to:

- Integrate SHE management principles into the way we manage our business;
- Set specific objectives, targets and management programmes for SHE;
- Ensure we have a robust SHE management system, a positive culture and trained and competent staff to deliver our objectives;
- Clearly define SHE roles and responsibilities and provide a clear management structure;
- Ensure active employee consultation, communication, involvement and participation to facilitate change and improvements in SHE performance;
- Manage and control our SHE risks through effective risk assessment processes;
- Develop and implement robust process safety management arrangements to control major accident hazards;
- Prevent pollution and minimise and control all releases to air, land and water;
- Minimise the impact of energy and natural resource consumption through effective production techniques, best practice, monitoring and energy saving programmes;
- Control waste through reduction, re-use, recycling and improved disposal techniques;
- Manage and reduce the nuisance impact that may be caused to our neighbours and the local community;
- Apply the principles of waste minimisation, resource conservation and product stewardship throughout our supply chain, to ensure that the risks of our products are properly managed; and
- Conduct regular SHE audits of the business to assess the effectiveness of our operational practice and management systems.

We are also fully committed to the worldwide chemical industry Responsible Care® and Sustainable Development programmes, which are designed to drive continuous improvement in all aspects of SHE performance.

OUR RESPONSIBILITIES

The Board of Directors

As the senior member of the Board, the General Manager has ultimate responsibility for Safety, Health and the Environment within William Blythe and overall responsibility for the successful implementation of the SHE Policy.

The Board of Directors will actively support the General Manager with the implementation of an effective SHE management system and are collectively responsible for ensuring that all board decisions are consistent with the spirit of the SHE Policy.

Managers Responsibilities

Departmental Managers will ensure that working practices and the working environment within their area of control do not adversely impact health, safety or the environment. They will ensure that all their staff have received adequate training to enable them to work safely, arrange for risk assessments to be carried out in their sphere of influence and ensure that the necessary control procedures are implemented.

Individual Responsibilities

It is the responsibility of all employees to ensure that they conduct themselves at work so that they put neither themselves at risk nor others who may be affected by their acts or omissions. They will ensure that all work equipment is used and all processes carried out in the way they have been trained. Furthermore, they are also required to co-operate with management in all aspects of SHE and report promptly all accidents, incidents, hazards and concerns to their line manager or the SHE Manager.

SHE is regarded as a line management responsibility and also as an individual responsibility. Employees will be held accountable for delivery of their SHE responsibilities at all levels within the business.

OUR OBJECTIVES

William Blythe will strive to continually improve our SHE management systems and performance. As a minimum, we will ensure the implementation of the Synthomer plc key policy objectives, as defined in the Group SHE Policy. In addition, SHE action plans with targets and objectives will be set each year by the business. Legal requirements will be considered as minimum standards and the Company will endeavour to exceed statutory obligations where technically and economically practicable.

The SHE Policy will be reviewed on an annual basis and amended, where appropriate.



Brendan Catlow
General Manager
May 2014

