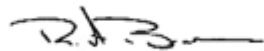


1. It is the policy of Selwood Ltd, hereafter referred to as the Company, that its operations shall be conducted in such a way as to ensure, so far as is reasonably practicable, the health, safety and welfare of all its employees and of any other person or environment that may be affected by its operations. The Group Chief Executive who is accountable for the overall implementation of the policy will actively pursue this policy.
2. The Company shall aim to provide a range of services that EXCEEDS the needs and expectations of the customer. All work should be carried out in a cost effective and timely manner and in accordance with the highest professional standards.
3. The Company requires that a high standard of quality, health, safety and environmental awareness shall be achieved and consistently maintained, and continually improved at all sites, yards and offices. The company commits to continual improvement of the OH&S management system
4. The Company acknowledges that quality, health, safety, environmental awareness and operational efficiency are complementary and that the proper use of working practices and accident prevention techniques are an important aspect of management responsibility.
5. Safe, healthy and environmentally aware working conditions shall be established and maintained at all operating locations and plant and machinery shall be designed, constructed and new processes developed in accordance with this policy.
6. The requirements of the Health and Safety at Work etc. Act 1974, Environmental Protection Act 1990 and all legislation relevant thereto, shall be regarded as the minimum standard of health, safety and environment to be achieved. The company shall commit to eliminate hazards and reduce OH&S risks.
7. Committees shall be established when the circumstances require such action and they shall assist in the maintenance of a high standard of quality, health, safety and environmental awareness.
8. Training in matters relevant to quality, health, safety and environment at work shall be delivered to management, supervisory staff and to operatives as required.
9. All employees, regardless of status, found to be deliberately and consistently negligent in the performance of the Company policy of quality, health, safety and environment shall be subject to summary dismissal.
10. The Company shall promote improvement in QHSE matters via informative hand-outs, bulletins and promotional posters and shall develop and implement safety incentive schemes as necessary.
11. The company commits to provide safe and healthy working conditions for the prevention of work-related injury and ill health and is appropriate to the purpose, size and context of the organization and to the specific nature of its OH&S risks and OH&S opportunities;
12. An adequate advisory service in matters of quality, health, safety and environment is provided and maintained.
13. Members of the Quality, Health, Safety and Environment Department shall undertake audits and inspections at all premises on a regular basis. The findings of all such audits shall be passed to the relevant local management for action and information.
14. A comprehensive "QHSE Procedures Manual" shall be issued to all relevant members of line management and shall set the minimum standards of quality, health, safety and environment at work. The QHSE Procedures Manual shall be updated and amended as necessary.
15. Adequate planning and consideration of quality, health, safety and environment matters shall be applied to all work prior to commencement.
16. The Company shall, at all times, take the necessary steps to ensure the health, safety and welfare of persons not in its employ and members of the public. The subject of quality, health, safety and environment shall be included in the agenda of all relevant management review meetings. There will be a formal review, chaired by the Group Chief Executive, at least once a year.
17. The Company shall ensure that any contractors engaged to undertake work shall conduct themselves in a responsible manner at all times and will comply with all statutory and local requirements regarding health, safety and environment.
18. Upon commencement of employment, all employees shall be inducted to the Company in quality, health, safety and environment matters and they should be issued with a guide covering Quality, Health, Safety & Environment.
19. No employees shall be permitted to work whilst under the influence of drugs or alcohol.
20. All employees shall be encouraged to submit suggestions and ideas for improving quality, health, safety and environment issues within all the Company's operations. The company commit to consultation and participation of workers, and, where they exist, workers' representatives.
21. All work activities shall be subject to Risk Assessment as per the Management of Health and Safety at Work Regulations 1999. All details of Risk Assessment shall be communicated to employees prior to the start of work.
22. Health checks shall be undertaken with all new employees prior to starting work. The health checks are to determine whether prospective employees are fit to undertake their duties. Additional health checks shall be undertaken, as appropriate.
23. Statistical analysis of quality, health, safety and environment performance shall be collated and analysed and will be communicated throughout the company.
24. Details of the organisation and arrangements for quality, health, safety and environment within the Company can be found in the Quality, Health, Safety and Environmental Policies Manual, which is available to all employees.
25. The Company operates Formal Management Systems based on ISO 9001, ISO 45001 and ISO 14001.
26. The Company is committed to the assessment and reduction of its carbon footprint by focusing on the areas of activities that have the greatest impact on the Environment.
27. The Company will manage its carbon usage by managing its activities more efficiently, supplying equipment that meets current environmental standards. Minimising waste production, encouraging recycling wherever possible.
28. The Company will review:-
  - Energy & waste reduction/consumption opportunities
  - Carbon Emissions from Energy sources (Electricity / Gas)
  - Carbon Emissions from Fuel for company vehicles
29. This policy is available to the public upon request and is freely available on the company's website.



R. Brown  
Group Chief Executive  
January 2021  
Issue 12.0