



HEALTH, SAFETY AND ENVIRONMENT MANAGEMENT POLICY

“Looking after our Health, Safety & Environment, is our collective responsibility”

We, the Distell Group, are committed to managing health, safety and environmental matters as an integral part of our business. We strive to assure the health, safety and environmental integrity of all activities of the Group. We do so by adhering to the following principles:

The safety and health of our people, the protection of the environment and the quality of our products comes first

- Risks are managed as an integrated programme to ensure the safety of people, the protection of our environment, our assets, our earnings and trademarks.
- We prevent mitigate or eliminate, where reasonably practicable, situations, activities and working practises that will pose a threat to human health, safety and the environment.
- Ensure health, safety and environmental management systems are implemented and maintained for the benefit of our employees, contractors, suppliers, visitors and other interested parties.
- We strive to maintain and improve the health, safety and environment of all employees providing the necessary financial and human resources.
- Our focus is Zero harm at all times.

We manage our risks, reduce impacts and prevent pollution by:

- Complying with all applicable and relevant laws and legislation by implementing programs and procedures.
- Reducing the use and impact of the use of natural resources such as water, non-renewable electricity, and fossil fuel based energy related to our processes.
- Preventing any pollution of the atmosphere, land and/or water and ensure the safe treatment and disposal of our waste.
- We will communicate our commitment to health, safety and the environment to all our employees, vendors and customers. We will engage with our suppliers and contractors to mitigate our health, safety, environmental risks via a formal contractor management system.

We build competence in the workplace and strive to improve every day by:

- Training management, line managers, employees and contractors on their roles and responsibilities in the health, safety, environmental systems in the company.
- Encouraging all employees to be actively involved in the health and safety and environmental programmes.
- Continuously seeking opportunities to improve our adherence to these principles by annual reviews of our systems, evaluation of our employees to determine specific training needs.
- Managing our impacts on the health, safety and environment by setting annual objectives and targets and monitoring our performance and continually improvement.
- Operating and maintaining safe plants, equipment, systems of work and building services and to ensure that they present no risk to the health and safety of persons on site, our immediate neighbours and the environment.

This policy will be reviewed annually.

Richard Rushton

GROUP MANAGING DIRECTOR

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