



HEALTH AND SAFETY POLICY

McBride plc is committed to achieving long-term sustainability in line with our vision of becoming the most successful private label company in the world. Our vision for Sustainable Development is to manage our operations and develop and sell products which enable all people throughout the world to satisfy their basic needs and to enjoy a better quality of life, without compromising the ability of future generations to meet their own needs.

McBride recognises that the success of our business is dependent upon the health and wellbeing of our employees. We are committed to ensuring their health and safety (H&S) and that of agency workers, contractors and visitors. We understand that effective safety management will help to improve the efficiency and profitability of our operations.

Our approach to injury and ill health is based on the provision of appropriate Occupational Health and Safety advice, the systematic identification, analysis, investigation, and control of risk. This approach is dynamic and responds to changes in both the business and in legislation. We are committed to establishing and maintaining effective safety management systems at each of our operating sites and to ensuring the competence of individuals through the provision of training. Both will contribute to business performance by reducing injuries and ill health, protecting the environment and reducing unnecessary losses and liability. Systems are in place to prevent, avoid detect and respond to potential threats to the H&S of personnel.

In particular McBride plc is committed to:

- Providing a safe working environment and ensuring that as a minimum local laws relating to H&S in the workplace are adhered to.
- Providing and maintaining safe plant, equipment and systems of work.
- Developing H&S management systems and implementing these consistently at all locations with procedures which meet or exceed the relevant legislation and regulations
- Undertaking an independent external audit of every site, by an accredited agency, including accepted international certification, a minimum of every 3 years and developing and working through actions plans resulting from these audits.
- Engaging and involving all our employees in the management of H&S
- Investigating and reporting all incidents, accidents or occupational ill health. Investigations will include actions to remedy and prevent recurrence and monitor those actions for completion and effectiveness.
- Continuously improving H&S performance, communicating and implementing H&S improvement plans at all levels of the organisation.
- Sharing experience and practice across all locations to apply internal best practice in the Company
- Providing adequate resource for the management of H&S, including external resources when required.
- Providing appropriate information, training, instruction and supervision to enable people to work in a safe manner minimising risks to health.
- Considering the H&S impact of business decisions, including purchasing, factory investments and organisational change.
- Reporting H&S activities internally and externally to stakeholders
- Developing and implementing detailed Corporate policies and management systems relevant to our business at all locations



RESPONSIBILITIES

The Chief Executive Officer is accountable for ensuring that the Group operates in accordance with this policy. Responsibility is delegated to the relevant member of the executive team for H&S practices and standards. They are also responsible for monitoring adherence to the safety management system, working in conjunction with relevant outside agencies such as consultants, insurers and national and local authorities.

Each functional head will ensure that the safety management system is adhered to in their area and that policy and procedures are developed for their function which implement the standards identified above.

Maintaining day-to-day H&S at work is the responsibility of plant managers, individual line managers and employees.

It is the responsibility of every employee to

- take reasonable care for the H&S of themselves and any others who may be affected by their acts or omission
- co-operate with line managers on H&S matters and to report any H&S concerns
- take care not to recklessly interfere with or misuse anything provided in the interest of health, safety and welfare
- use machinery equipment, substances or other safety devices in accordance with training and instructions
- report accidents and near miss incidents to management.
- participate in, and implement, H&S training

REVIEW

This policy, along with other related policies, sits within the remit of group Business Sustainability Policy, all of which are published on the Company web site (www.mcbride.co.uk). Policies are reviewed annually by the Executive Leadership Team.

This policy was reviewed and approved by the ELT on 15 June 2016 and is signed on its behalf by:

Rik de Vos
Chief Executive Officer

Chris Smith
Chief Finance Officer

Carole Barnett
Company Secretary

Matthias Kreysel
Chief R&D Officer