



Group QHSE Policy

Quality, Health, Safety & Environment

McBride is committed to achieving a long-term and sustainable business in line with our vision of becoming the leading European manufacturer and supplier of Co-manufactured and Private Label products for the Household and Personal Care market through selected channels and markets. McBride recognizes that the success of our business is depending upon the quality and safety of our products, the wellbeing of our employees and upon the impact of our activities on the environment.

The Group QHSE Policy describes how we manage this responsibility.

Focus on Customers

McBride is committed to meeting its customers' QHSE needs and expectations:

- Ensures close collaboration and understanding, as requirements evolve
- Delivers products which incorporate the relevant functional and aesthetic properties
- Complies with the relevant legal and regulatory requirements and industry standards

McBride acknowledges its responsibility to the environment. It understands the importance of making the right choices and is committed to continually improve its environmental performance:

- Exploits efficient energy solutions and reduces greenhouse gas emissions
- Minimises and controls the use of water and the discharge of effluent from its sites
- Reduces waste in processes throughout the product life cycle and
- Maximises re-use, recycling and recovery of waste or where unavoidable, ensures responsible disposal

McBride Leadership

Leadership at McBride is committed to support the efforts of its employees to improving QHSE performance:

- Applies a consistent and zero-tolerance approach to non-compliance with individual QHSE policies
- Provides the resources to translate QHSE needs and expectations into measurable objectives and targets that can be delivered
- Ensures direction to ensure that QHSE management processes, systems, equipment and buildings are kept up-to-standard and, where appropriate, integrated into the operational processes
- Evaluates and reconciles the impact of business and functional decisions, organisation changes and investments on QHSE performance
- Communicates progress and celebrates QHSE success both internally and externally
- Promotes consultation and participation of employees, stakeholders and employee representatives

QHSE is everyone's responsibility

McBride insists that QHSE is the responsibility of all employees, who are obliged to:

- Strictly adhere to individual company policies applied across the Group, without compromise
- Raise awareness and share experience and good practices across all locations
- Provide advice, information, training, instruction and supervision to minimise risks that would jeopardise the quality and safety of our products
- Assure that everyone can work in a safe, healthy and sustainable manner, and with good practices that minimise risks to assets, processes and the environment
- Align with suppliers, who share in common the same values and QHSE principles as McBride

Continuous Improvement

Continuous performance improvement is integral to QHSE. McBride takes every opportunity to continuously raise the standards of its QHSE processes and systems:

- Applies a proactive, preventative, systematic and Risk Based Management approach to reduce risk and support change
- Ensures consistency and visibility of QHSE standards, processes and performance indicators
- Invites regular independent external audits of industrial sites, by accredited agencies
- Investigates all complaints, non conformities, incidents, accidents and occupational health issues.



Responsibilities

The Chief Executive Officer is accountable for ensuring that the Group operates in accordance with this policy. Responsibility is delegated to the relevant members of the McBride executive teams for ensuring compliance with agreed QHSE practices and standards.

The executive teams are also responsible for monitoring adherence to the QHSE management system, working in conjunction with relevant outside agencies, including consultants, insurers and national and local authorities.

Each McBride functional head will ensure that the QHSE management system is adhered to in their area and that policy and procedures are developed for their function which implements and assures alignment with the standards outlined above.

All employees are responsible for maintaining day-to-day QHSE at work.

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 Committee. This policy was reviewed and approved by the Executive Committee on 17.02.2020 and is signed on its behalf by:

A handwritten signature in blue ink, appearing to read "CS", is positioned above the name of the signatory.

Chris Smith
Chief Executive Officer