

Health, Safety & Environmental (HS&E) Policy

Baker & Finnemore Limited (manufacturers of pressed components and the Starlock fastener), has set a policy to create a management system to control and improve the health, safety and environmental performance of all its activities of the manufacturing site at 199 Newhall Street Birmingham, including pressed components, tool manufacture, assembly, surface treatments and other associated activities.

The policy is set to influence all of the activities of the business and all people connected with the business. Through operation of this policy a strong, safe and sustainable business will be created.

Health, safety & environmental (HS&E) aspects of the business have equal priority and importance to other business issues and are controlled within the management systems of the company.

Baker and Finnemore commits to:

- comply with all relevant HS&E legislation and other applicable requirements.
- review the health, safety & environmental impacts of all activities annually.
- continuously improve the overall health, safety & environmental performance including monitoring performance and auditing.
- prevent accidents, ill health, injury and pollution.
- involve all employees in the HS&E program and to address the needs of its stakeholders.
- provide individuals with a level of training to enable them to operate effectively.
- measure & document its environmental & safety performance.
- reduce waste & improve the efficiency of use of natural resources.
- consult with employees in order to maintain a safe & healthy working environment.
- make this policy available to interested parties in the public domain.

Every employee must work safely and with environmental responsibility and through these principles maintain the health, safety & welfare of all people that may be affected by the activities of the company, including work colleagues, visitors, contractors and the public. Employees are expected to follow work procedures and use all protective equipment provided.

The Directors commit the resources including training necessary to ensure everyone connected to the business understands:

- their *Duty of Care* for health and safety.
- their responsibilities under the Health & Safety & Work Act (1974)
- their responsibilities under the Environmental Protection Act (1990).
- their role in the organisation.

The Board of Directors at Baker and Finnemore Ltd subscribes to the principle of *Sensible Risk*. The company deploys systems, processes, and practices that are practicable: i.e. that keep employees safe and healthy meanwhile generating profit to meet the company's continual investment and redevelopment needs.

The Managing Director is responsible for; this policy; the overall management systems; *Objectives and Targets* and *Management Action Plans* that are set & reviewed annually. A management structure distributing responsibility and authority over the different aspects of the business to named individuals has been established.

Signed: 

David Harrison
MANAGING DIRECTOR,
Baker and Finnemore Ltd
Thursday, August 16, 2012