

Board meeting of Hardide plc on 10th September 2019

(‘Hardide’ or the ‘Company’)

Policy for Board Leadership of Management of Health & Safety Risk

(‘H&SM Policy’ or ‘Policy’)

The objective of this Policy:

Achieve Board-level awareness and high-level leadership of risks to the health and safety of employees, contractors and visitors to Company premises. Among other things, these risks may arise from unsafe or incorrect working practices, dangerous equipment and the escape of hazardous levels of liquid, gaseous or solid substances.

Whilst it is believed by the Board that current H&SM procedures and protocols are adequate, the underlying purpose of this Policy is to ensure that the Board is informed of certain material H&S developments and thereby provide it with the opportunity to debate these and agree any changes to health & safety practice.

- 1.1. The CEO will advise all directors of any reportable lost time injury to employees¹, significant near misses or any serious violation of H&S regulations, standards or laws.
- 1.2. By way of his monthly report to the Board, the CEO will:
 - i. report on lost time accidents and near misses²;
 - ii. in summary form, report the findings of external audits;
 - iii. advise of any significant notices received from authorities concerned with H&S; and
 - iv. inform the Board about any substantial changes to Hardide’s H&S management systems.
- 1.3. In addition to his standard monthly report, at least annually and following the visit of the external H&S consultant/adviser, the CEO will provide a more-comprehensive presentation on H&SM. If available to do so, the Vice President Operations will support the CEO in the presentation to the Board. Among other things the report will:
 - i. present and comment on achievement of H&S KPIs agreed previously with the Board
 - ii. set out any new initiatives and targets designed to improve the Company’s H&SM, including
 - a. training and briefing of staff;
 - b. setting of new H&S targets; and
 - c. progress in achieving compliance with new standards, regulations or laws
 - iii. advise of any relevant known changes in standards or laws related to H&SM that may require adjustment of the Company’s H&SM procedures and/or reporting; together with the proposed nature of such adjustments;
 - iv. how changes to H&SM procedures have been communicated to staff and, if appropriate, to visitors and contractors.
- 1.4. Particularly on the submission to it of the presentation, the Board will consider and debate its implications and agree with the CEO any new measures needed to improve H&SM.

END

**Subject to minor amendments in March 2021 and now included,
this Policy was approved by the Board of Hardide plc on the 10th September 2019**

¹ As defined by the HSE RIDDOR or OSHA as applicable

² As footnote 1 above