

SPECTRUM CHEMICALS LIMITED

HEALTH AND SAFETY POLICY

To ensure, so far as is reasonably practicable, the health, safety and welfare of our employees while they are at work and that of others who may be affected by our undertakings, and to comply with all the relevant legislation.

To ensure the principles of health and safety are clearly understood throughout Spectrum Chemicals Limited, we will be committed to:

- Ensuring that there are arrangements put into place for the effective planning, development and review of this health and safety policy;
- Ensuring that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the Company;
- Protecting the safety and health of all employees within the Company by preventing work-related injuries, ill health, disease and incidents;
- Complying with relevant health and safety laws and regulations, voluntary programmes, collective agreements on health and safety and other requirements to which the Company subscribes;
- Ensuring that employees and their representatives are consulted and encouraged to participate actively in all elements of Health and Safety Management;
- Continually improving the performance of Health and Safety Management;
- Providing the necessary information, instruction and training to employees and others, including temporary employees to ensure their competence with respect to health and safety;
- Devoting the necessary resources in the form of finance, equipment, personnel and time to ensure the health and safety of employees. Seeking expert help where the necessary skills are not available within the Company;
- Liaise and work with all necessary persons to ensure health and safety, and will also ensure that adequate arrangements are also in place for ensuring the health and safety of visitors.

The ultimate responsibility for Health and Safety within Spectrum Chemicals Limited lies with the Operations Director

- The Operations Director will review the Health & Safety policy annually for continued suitability.
- The Operations Director will review, sign and date the Health and Safety Statement annually, and bring it to the attention of all employees.

Spectrum Chemicals Limited will, where required, identify any potential Major Accident Hazards (MAH), as described in the Control Of Major Accident Hazards Regulations 2000, as amended, which may lead to serious danger to both human health and the environment and take all necessary measures to prevent them occurring and limit the consequences of any such major accidents.

We recognise that safety is the responsibility of everyone and is not just a function of management. Employees will have specific duties and responsibilities to comply with the letter and spirit of the policy. Employees have specific responsibilities to take reasonable care of themselves and others who could be affected by their activities and to co-operate with their employer to achieve the standards required.

The Company will in consultation with our employees and their representatives ensure that our Health and Safety policy will be;

- Specific to the Company and appropriate to the nature of our activities;
- Concise, clearly written, dated and made effective by the signature of a senior person
- Communicated and readily accessible to all persons at their place of work;
- Reviewed for continuing suitability; and
- Made available to relevant external interested parties, as appropriate.

Signature:..... Date:.....

Name: Ian Mackridge
Position: Operations Director