



3. POLICY

3.1 Health & Safety Policy Statement

- It is an important duty of Steel & Alloy Gonvarri Industries, in the conduct of its business operation, to commit to provide safe and healthy working conditions for the prevention of work-related injury and ill health for all its employees in compliance with ISO 45001. This commitment is appropriate to the purpose, size and context of the organisation and to the specific nature of its OH&S risks and OH&S opportunities:
 - Purpose: Steel & Alloy is a manufacturing organisation supplying processed coil, blanks and pressed parts of steel & aluminium to the automotive and general industry.
 - Size: Steel & Alloy has four sites within the UK with close to 200 personnel. Steel & Alloy is a part of Gonvarri Industries, which has 45 factories, 20 distribution centers premises in 19 countries, and employs over 6,000 personnel.
 - Specific OH&S risks / opportunities: S&A has established, implemented and maintains a process to assess OH&S risks and opportunities that are appropriate to the context of the organisation and are specific to Steel & Alloy, covering all processes and remote site locations.

- The Company accepts the fact that the above implies the corresponding duty of ensuring that the necessary organisation, equipment and training is provided to fulfil this obligation. An effective Health and Safety Policy requires the full collaboration and co-operation of all employees and, therefore, everybody is asked to read this document and accept their own personal responsibility for Health and Safety at work.

- It is the responsibility of Management and Supervision:-
 - To detail the Health and Safety objectives of the Company in the Strategic Plan.
 - To commit to comply with applicable legal requirements and with other requirements to which the organisation subscribes. This is to ensure that safe systems of work and a safe and healthy working environment exists; adequate resources will be made available to ensure the success of this Policy.
 - By consultation and joint involvement of Management and employees, to enlist the active interest, participation and support of employees in promoting good standards of Health and Safety at Work.
 - To ensure that all concerned are fully aware of their own personal responsibilities for Health and Safety at Work and commit to continually improving Health and Safety performance.

- It is the responsibility of every employee:-
 - To take all reasonable care for the health and safety of themselves and of fellow employees and to report any hazard even if it can be controlled personally.
 - To co-operate with the Company by observing safety rules and complying with any measures designed to ensure a safe and healthy working environment.

- The role of the Safety Committees are of vital importance for maintaining a continuous and critical scrutiny of working conditions throughout the factory; reviewing the safety performance and promoting safer working.

- The Managing Director, accepts ultimate responsibility for Health and Safety within the Company as a whole. All Management, Supervision and employees generally are expected to support and implement this policy whole-heartedly.

- The Policy and Safety Instructions will both be reviewed once per year as a minimum or if there is any change to a process or equipment.

Signed **PAUL WHITEHOUSE, MANAGING DIRECTOR**