



HEALTH & SAFETY POLICY

1. Scope

This policy applies to all MPB Industries Ltd operations, including:

- Manufacturing sites, offices, laboratories, pilot plants.
- Off-site activities, including client contract sites.
- All business activities, current operations, new process design and installation, and the development and introduction of new products.

It applies to all employees, contractors, apprentices, visitors, and third parties engaged in MPB Industries Ltd activities.

2. Responsibilities

- **Managing Director** – Holds overall responsibility for health, safety and environmental (HSE) performance.
- **Health & Safety Committee (East Peckham)** – Reviews this policy annually, oversees performance across the company, and promotes best practice.
- **All Employees and Contractors** – Must follow company and client HSE rules, report hazards, and co-operate to maintain a safe working environment.

3. Policy Statement

MPB Industries Ltd is committed to:

1. **Protecting People** – Taking all reasonable steps to prevent harm to employees, customers, contractors, visitors, and the public.
2. **Protecting the Environment** – Sustaining continuous improvement programmes to reduce waste, improve resource efficiency, and manage environmental impacts responsibly.
3. **Employee Engagement** – Securing the commitment of all employees to achieving high standards in health, safety, and environmental protection.
4. **Training and Support** – Providing all staff with the information, training, and resources required to work safely and responsibly.

Compliance with this policy is essential for our continued success, and MPB Industries Ltd will allocate appropriate resources to achieve its objectives.

4. Policy Requirements

All persons on MPB premises or client sites must:

- Observe company or client Health & Safety rules and instructions.
- Not begin work until site rules and contractor requirements have been read, understood, and accepted.
- Ensure that appropriate insurance cover (e.g., employer's liability and public liability) is in place before commencing work.

5. Legal Duties

This policy is aligned with the *Health and Safety at Work etc. Act 1974*, *Environmental Protection Act 1990*, and other relevant legislation.

All individuals have a legal duty to:

- Take reasonable care for their own health, safety and welfare, and that of others.
- Co-operate with employers and clients to meet legal and policy requirements.
- Not intentionally or recklessly misuse or interfere with anything provided for health, safety or welfare.

Failure to comply may result in legal consequences for both the company and the individual.



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6. Policy Objectives (Annual)

Our objectives for the coming year are to:

1. Maintain a zero-accident target in all operations.
2. Provide 100% of new starters with a full HSE induction before starting work.
3. Deliver annual refresher training for all staff on safe working practices.
4. Improve environmental performance by reducing waste output and increasing recycling rates year on year.
5. Actively encourage and review employee safety suggestions through the Health & Safety Committee.

7. Consultation and Review

- Employees are encouraged to provide feedback, raise concerns, and make suggestions for continuous improvement.
- The Health & Safety Committee will review this policy annually (or sooner if legislation or operational needs change).
- Updates will be approved and signed by the Managing Director.