

Health Safety & Environmental Policy Statement

Parker Meggitt Fareham (The Company) will conduct all its activities in such a way as to ensure the highest practicable Health Safety & Environmental (HSE) Standards for its employees and other interested parties to not only protect our employees and the environment but to ensure the sustainability of The Company.

We will demonstrate a continual commitment to maintaining and improving HSE standards throughout the organisation and although overall responsibility for HSE rests with the site General Manager, every employee is expected to lead by example in setting acceptable levels of behaviours towards HSE. We also expect high HSE Standards from our Visitors and Contractors while they are present on our site.

This policy reflects our shared commitment to ensuring HSE is at the heart of "How we do Business" and confirms that we believe good HSE Management contributes to our continued success.

The Company holds each Director, Manager, Supervisor and all its employees responsible for complying with this HSE Policy and associated Policy Manuals. The Company will encourage its employees to participate in HSE Management standards and will consult with employee representatives about performance and changes to HSE Management. No person(s) employed by The Company are authorised to initiate and / or continue an activity that would endanger either themselves or others.

We commit to:

- Developing an Interdependent HSE culture where we all understand that successful HSE management requires to support, commitment and shared belief of all interested parties,
- Regularly reviewing this policy in line with industry standards, where significant changes have been identified or where we have reason to believe it is no longer appropriate,
- Identifying, analysing and effectively managing all significant HSE risks that arise from our business activities and which could potentially impact on interest parties,
- Enhancing the physical and mental Well-Being of our Employees,
- Complying with all relevant legal requirements, applicable codes of practice, national standards and where appropriate industry best practices,
- Creating a safe and healthy workplace which is accident and incident-free; and preventing occupational related illnesses (both Physical and Mental),
- Preventing pollution, the use of 'single-use' or non-recyclable packaging, reducing our wastes from site wherever practicable, and where not practicable redirecting it away from landfill sites,
- Reducing our impact on the environment by reducing our energy consumption, greenhouse gas emissions and our carbon footprint to as low a level as reasonably practicable,
- Appropriately managing emergencies to minimise our impact on persons and the environment,
- Assigning clear roles and responsibilities and conducting training to ensure the necessary competency of all our employees and stakeholders,
- Providing and maintaining appropriate systems of work, information and instruction, supervision levels, technology and tools to enable us to fulfil our HSE obligations and objectives,
- Continually monitoring and improving our management systems; processes, performance and environmental impacts by reviewing our achievement against our objectives and key performance indicators and taking appropriate preventive, corrective and sustainable actions where necessary to ensure we operate in a Safe, Planned, Systemic and Sustainable Way,
- Using the design process to reduce HSE Risks of our processes and the environmental impact of our products during their respective life cycles
- Working in partnership with our suppliers and customers to ensure sustainable supply chains with as low an environmental impact as reasonably practicable.

Paul Spencer



Site General Manager