



# Polypipe Group

## Health, Safety & Environmental Policy

The Polypipe Group considers that the health and safety of its employees is an integral part of its business activities, and that it has equal status to other aspects of our business performance. It is our intent that we minimise the lasting impact of our operations on the environment, and that we take account of sustainability in our product design and applications. Compliance with legal requirements is the minimum acceptable standard, and we are committed to progressive, cost effective, improvement towards best practice in health, safety and environmental management.

The Group shall, so far as is reasonably practicable, ensure that:

- We provide and maintain the working environment of all employees so that they are safe, and without risk to health, with adequate provision of facilities and arrangements for their welfare.
- We provide and maintain safe plant and equipment, and safe systems of work.
- Hazards arising out of the business of the Group are identified, and that the risks involved are assessed, and effective measures taken to remove, or where not reasonably practicable, reduce and control them.
- We provide sufficient information, instruction, training and support to all our employees, to enable them to work safely, without creating risks to themselves, to others and detrimental impact on the environment.
- We use suitable and sufficient controls to ensure that visitors and others, who may be affected by our activities, are not exposed to risks to their health and safety.
- We clearly define and communicate organisational responsibilities for the management of health, safety and environmental protection.
- We communicate and consult with employees on all matters which could affect their health and safety at work; we expect them to be proactive, and we will always listen and act on any genuine concerns.
- We investigate all accidents, cases of work-related ill health, and environmental incidents, and take effective action to prevent recurrence.
- We monitor and review health, safety and environmental performance using appropriate measures and methods and strive for continuous improvement.
- We optimise the use of water and utilities and take steps to reduce waste generation and disposal, and increase recycling.
- There are good working relationships with regulatory authorities, neighbours, customers, suppliers and stakeholders on health, safety and environmental matters.
- Our senior leadership are accountable for their role in meeting our commitments.

The objectives of this policy can only be achieved with the support and commitment of all employees. This is not simply a management obligation: all employees have a duty, whilst at work, to take reasonable care for their own health and safety and environmental impact, and that of other people who may be affected by their actions or omissions. We expect employees to make their own 'dynamic' assessment of risk and be actively involved in ensuring our activities are undertaken safely: compliance with health and safety and environmental rules, policy and procedures is a condition of employment.

The arrangements for implementing this policy statement are contained in the Health & Safety and Environmental Policy and Procedures, which are available on the Company intranet, and from site HSE Co-ordinators: they will be monitored for effectiveness and compliance and will be reviewed annually.

A handwritten signature in black ink, appearing to read 'Martin Payne', with a long horizontal line extending to the right.

Martin Payne, Chief Executive Officer

Date: November 2019  
Next Review: November 2020