



McBride plc HEALTH AND SAFETY POLICY

McBride recognises that the success of our business is dependent upon the quality and wellbeing of our employees. We are committed to ensuring their health and safety (H&S) and that of agency workers, contractors and visitors. We understand that safety and welfare is equally as important as quality and cost control and also that effective safety management will help to improve the efficiency and profitability of our operations.

Our approach to injury and ill health is based on the provision of appropriate H&S advice and the systematic identification and control of risk. This approach is dynamic and responds to changes in both the business and in legislation. We are committed to establishing and maintaining effective safety management systems at each of our operating sites and to ensuring the competence of individuals through the provision of training. Both will contribute to business performance by reducing injuries and ill health, protecting the environment and reducing unnecessary losses and liability. Systems are in place to detect, avoid or respond to potential threats to the H&S of personnel.

In particular McBride plc is committed to:

- Providing a safe working environment and ensuring that local laws relating to H&S in the workplace are adhered to as a minimum.
- Providing and maintaining safe plant, equipment and systems of work.
- Developing and implementing H&S management systems and procedures which meet or exceed the relevant legislation and regulations
- Undertaking an independent external audit, by an accredited agency, of every site a minimum of every 3 years and developing and working through actions plans resulting from the audit.
- Engaging and involving employees in the management of H&S
- Investigating and reporting all incidents, accidents or occupational ill health. Investigations will include actions to prevent recurrence and monitor for completion and effectiveness.
- Continuously improving H&S performance and communicating and implementing H&S improvement plans at all levels of the organisation.
- Providing adequate resource for the management of H&S, including external resources when required.
- Providing regular information, training, instruction and supervision to enable people to work in a safe manner minimising risks to health.
- Considering the H&S impact of business decisions, including purchasing, factory investments and organisational change.
- Reporting H&S activities internally and externally to stakeholders

RESPONSIBILITIES

The plc Chief Executive and Group Management Team are ultimately responsible for H&S and accountable for ensuring that the Group operates in accordance with this policy. The Managing Director of each division is responsible for H&S practices and standards and for monitoring adherence to the safety management system, working in conjunction with relevant outside agencies such as consultants, insurers and national and local authorities. Each divisional MD will ensure that policy and procedures are developed for their division which implement the standards identified above.



Maintaining day-to-day H&S at work is the responsibility of site general managers, individual line managers and employees. It is the responsibility of every employee to

- take reasonable care for the H&S of themselves and any others who may be affected by their acts or omission
- co-operate with line managers on H&S matters and to report any H&S concerns
- take care not to recklessly interfere with or misuse anything provided in the interest of health, safety and welfare
- use machinery equipment, substances or other safety devices in accordance with training and instructions
- report accidents and near miss incidents to management.

REVIEW

The Group Chief Executive is accountable for ensuring that the Group operates in accordance with this policy. The policy, along with other related policies, sits within the remit of group Business Sustainability Policy, all of which are published on the Company web site (www.mcbride.co.uk).

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