



## **McBride plc ENZYME MANAGEMENT POLICY**

**McBride plc is committed to achieving a long-term successful and sustainable business as Europe's leading provider of private label household and personal care products. We understand that in order to achieve our business goals we need to ensure the health and safety of our employees during production, and the consumer during use of the products we manufacture. The group Health & Safety Policy describes how we manage this responsibility.**

**Laundry care and automatic dishwasher products are key components of our product portfolio and stain-digesting enzymes are an essential element of the majority of these products. Respiratory sensitisation is well known and understood property of enzymes. The sensitisation hazard can be controlled by appropriate risk management measures in the work place and numerous studies have confirmed that there is little risk to consumers. This Enzyme Management Policy sits within the overall Health & Safety Policy to specifically address respiratory sensitisation.**

**McBride plc will strive to control exposure to enzymes in the workplace to levels such that sensitisation rates will be at or below the industry norm to ensure that symptoms of occupational asthma and rhinitis do not develop.**

This will be achieved by following industry best practice in enzyme management which is described in the 'AISE Guide to Safe Handling of Enzymes'.

- Each divisional Managing Director shall ensure that every site or central facility site handling enzymes adopts these guidelines and that local policies, procedures and handling practices are in place that meet or exceed the standards prescribed in the guidelines. The guidelines are summarised for executive use in the attached supporting document.
- Sites/facilities handling enzymes shall be audited periodically on a divisional or group basis or by independent specialist consultants.
- Prior to use, all new enzymes and all new uses will be subject to thorough safety assessment.
- Site General Managers shall be accountable for compliance and shall report on site compliance through divisional Managing Directors to the Group Management Team.
- If employees are adversely affected from exposure to enzymes they will be treated with sensitivity and fairness.



## **RESPONSIBILITIES**

The Group 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 compliance is the responsibility of site general managers, individual line managers and employees. It is the responsibility of every employee to

- take reasonable care 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 concerns
- take care not to recklessly interfere with or misuse anything provided in the interest of health, safety and welfare
- use enzymes and associated machinery, equipment and other safety devices in accordance with training and instructions
- report spills, 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](http://www.mcbride.co.uk)).

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