



Group QHSE Policy

Quality, Health, Safety & Environment

McBride is committed to achieving a long-term and sustainable business in line with our vision of extending our position as the leading value producer of everyday consumer hygiene products. McBride recognises that the success of our business is dependent upon the quality and safety of our products, the wellbeing of our employees and the impact of our activities on the environment.

The Group QHSE Policy describes how we manage this responsibility.

1. Focus on Needs and Expectations of Interested Parties

McBride is committed to meeting its customers' QHSE needs and expectations:

- Ensures close collaboration and understanding, as requirements evolve.
- Delivers products, which incorporate the relevant functional and aesthetic properties.
- Complies with all applicable quality, product safety, environmental, health and safety, legal and regulatory requirements, as well as corporate policies, procedures, and industry standards.

McBride is committed to continually improving sustainability and its environmental performance:

- Exploits efficient energy solutions and reduces greenhouse gas emissions.
- Minimises and controls the use of water and the discharge of effluent from its sites.
- Reduces waste in processes throughout the product life cycle, and,
- Maximises re-use, recycling, and recovery of waste, or where unavoidable, ensures responsible disposal.

2. McBride Leadership

McBride Leadership is committed to improving its QHSE performance:

- Provides safe and healthy working conditions for the prevention of work-related injury and ill health.
- Applies a consistent and zero-tolerance approach to non-compliance with individual QHSE policies.
- Provides the resources to translate QHSE needs and expectations into SMART objectives and targets.
- Provides resource to ensure that QHSE management processes, systems, machinery, equipment, and buildings are kept up-to-standard.
- Evaluates and reconciles the impact of business decisions, organisation changes and investments in QHSE performance.
- Communicates progress and celebrates QHSE success both internally and externally.
- Promotes consultation and participation of workers, employee representatives, and stakeholders.

3. QHSE is Everyone's Responsibility

McBride ensures that QHSE is the responsibility of all its employees, who are required to:

- Strictly adhere to individual company policies applied across the Group, without compromise.
- Raise awareness and share experience and good practices across all locations.
- Provide advice, information, training, instruction, and supervision to minimise risks that would jeopardise the quality and safety of our products.
- Ensure that everyone can work in a safe, healthy, and sustainable manner, and with good practices that minimise risks to assets, processes, and the environment.
- Align with suppliers, who share in common the same values and QHSE principles as McBride.

4. Continuous Improvement

Continuous improvement is integral to QHSE performance and McBride takes every opportunity to continuously raise the standards of its QHSE processes and systems:

- Applies a proactive, preventative, systematic and Risk Based Management approach to reduce risk, and support change.
- Ensures consistency and visibility of QHSE standards, processes, and performance indicators.
- Invites regular independent external audits of industrial sites, by accredited agencies.
- Investigates all complaints, non-conformities, environmental events, incidents, accidents, and occupational health issues.
- Identifies and determines actions to address QHSE risks and opportunities.

5. Responsibilities

The Chief Executive Officer (CEO) is accountable for ensuring that the Group operates in accordance with this policy. Responsibility is delegated to the relevant divisional and central teams for ensuring compliance with agreed QHSE practices and standards.

The divisional & central teams are responsible for monitoring adherence to the QHSE Management System, working in conjunction with relevant outside agencies, including consultants, insurers, and national and local authorities.

Each divisional and central leader are responsible for ensuring that the QHSE Management System is adhered to in their areas of responsibility and that policies and procedures are developed, which are in alignment with the standards outlined above.

All employees are responsible for adhering to the QHSE Management System, and to exercise personal responsibility to prevent harm to themselves, others, the environment, the communities in which we operate, and to stop work if they feel the situation is unsafe.

6. Review

This policy, along with other related policies, sits within the remit of the group Business Sustainability Policy, all of which are published on the Company web site (www.mcbride.co.uk).

Policies are reviewed annually by the Executive Committee. This policy was reviewed and approved by the Executive Committee in May 2023 and is signed on its behalf by:



Chris Smith
Chief Executive Officer