

## HEALTH AND SAFETY POLICY STATEMENT

Bergstrom Europe Limited is committed to an ongoing and determined Health and Safety programme to provide a safe working environment to our employees, visitors and contractors. We recognise our responsibility to comply with legislative requirements to safeguard our people, assets and reputation by the promotion of safety initiatives and awareness of responsibility through education and training of our employees.

In order to deliver on our commitment we aim to take reasonable measures to remove significant risks within the business activity and ensure that we:

- Define and communicate roles and responsibilities in job descriptions.
- Provide direction and support through Leadership commitment.
- Provide competent persons and sufficient resources to enable implementation of this policy and subsequent arrangements.
- Identify, assess, and control all risks to employees and visitors, including those with additional requirements by identifying all significant hazards and the elimination thereof through the application of the hierarchy of control. Considering those additional hazards introduced by contractors.
- Provide sufficient information, instruction, training and/or supervision to employees, visitors and contractors to ensure their safety.
- Expect all employees, visitors and contractors to co-operate in complying with legal obligations and company standards, and to take reasonable care of their own and others health, safety and wellbeing.
- Support your right not to be subjected to any detriment by any act, or any deliberate failure to act on the grounds that;
  - in circumstances of danger which the worker reasonably believed to be serious and imminent and which he or she could not reasonably have been expected to avert, he or she left (or proposed to leave) or (while the danger persisted) refused to return to his or her place of work or any dangerous part of his or her place of work, or
  - in circumstances of danger which the worker reasonably believed to be serious and imminent, he or she took (or proposed to take) appropriate steps to protect himself or herself or other persons from the danger.
- Manage and monitor employees, visitors and contractors to ensure that they do not cause risks to themselves and others.
- Ensure foreseeable emergencies, including fire, have sufficient arrangements to prevent the risk of injury to employees, visitors and related contractors.
- Set objectives to develop, implement and maintain a health and safety management systems that follow the principles of ISO 45001.
- Encourage open and two-way communication with employees and visitors, including recognised unions and where necessary, consulting with relevant external stakeholders.
- Identify, define and monitor health and safety objectives (including in employee performance development plans), key and other safety measures whilst identifying and championing safe behaviour.
- Aim to continuously improve the health and safety policy and arrangements by reviewing its performance and effectiveness in line with defined timescales.
- Investigate accidents and matters of concern with suitable corrective and preventive actions identified and implemented where practicable.
- Promote best practice and learn from other similar manufacturing industries and industry best practices.
- Promote the opportunity of training and development to establish an understanding of health and safety with employees to benefit their present and future working lives.



Nick Wilkinson  
Managing Director  
14<sup>th</sup> August 2024

Document Ref: IMS-108	Title: Health and Safety Policy Statement	Issue No. 03	Date Created: 02/06/2020	Last Reviewed: 24/05/2023	Next Review: 24/05/2025	Issued by: Oran O'Kane
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