



Health and Safety Policy Statement

“Safety is the overriding priority in everything we do. It is the responsibility of everyone employed or contracted by SMD to ensure that all our practices are carried out in the safest reasonable manner”.

As outlined in the Health and Safety at Work Act 1974 all companies within the Specialist Machine Developments (SMD) Limited group (“SMD”) have a responsibility as a minimum to comply with legislation and other requirements, for the safety and welfare, including the prevention of injury and ill health of its employees.

This statement details SMD’s commitment to the Acts and their relevant regulations and to implement new or changed legal requirements and consider other external developments and events.

Senior management involvement is essential to set the direction for effectiveness of the SMD health, safety and environment (HSE) system. Objectives are set annually and progress against these objectives, along with routine initiatives identified by the HSE team are reviewed to ensure continual improvement.

Accidents in the workplace can be avoided through effective communication, training and controls. Any accident that does occur must be reported and will be investigated to prevent re-occurrence. Any near miss or adverse event must also be reported and investigated to prevent the likelihood of having more serious consequences in the future.

The management of HSE systems can only be successful where there is consultation with the company employees. A number of employees are appointed as safety representatives. Regular meetings are held to discuss any health, safety and environmental issues identified by employees’ concerns and to implement solutions. Personnel are encouraged to report any HSE matters to their line manager or directly to the HSE team. Feedback will be given on all issues raised, as a minimum.

Where possible, hazards will be eliminated from the workplace. Where elimination is not reasonable, control measures will be employed to ensure a safe solution to carrying out a particular task is established. Though included as one of the control measures employed, personnel protective equipment is regarded as a last resort in controlling a hazard.

All new employees will receive a HSE induction, and all employees are expected to follow the working procedures and control measures communicated to them. Additional training will be provided to employees during their time with the company. Visitors and contractors will be informed of potential hazards prior to any work being carried out and they will be expected to follow SMD procedures whilst on site.

All employees have a duty, under the Health and Safety at Work Act 1974 to act responsibly and co-operate with their manager or any other person to enable them to comply with any safety duty or requirement to safeguard themselves and their colleagues.

This policy is a living document and it is expected to evolve over time e.g. in light of major organisational change, such as restructuring, significant acquisition and increased geographical spread.

This HSE Manual and policy has been fully reviewed and approved by:

Mike Jones, Chief Executive Officer

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Richard Howarth, Chief Financial Officer

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Chris Wilkinson, Chief Technology Officer

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Julian Zhu, Chief Strategy & Marketing Officer

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Paul Atkinson, Technical Director

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