

## ENVIRONMENTAL, HEALTH & SAFETY AND WELFARE POLICY

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Salts Healthcare Limited is fully committed to meeting its responsibilities under the **Health and Safety at Work Act 1974**, the **Management of Health and Safety at Work Regulations 1999**. Salts Healthcare Limited is committed to ensuring full compliance with statutory obligations and industry standards applicable to the design, manufacture, distribution and export of ostomy products, accessories and non-sterile hydrocolloid adhesives. We are committed to improving our environmental, health & safety performance in the workplace through continuous improvement, protection of the environment and pollution prevention programs. Objectives to promote the improvement of environmental, health & safety performance and the wellbeing of our employees will be set and monitored in line with business needs and statutory requirements. Environmental, health & safety site objectives and performance will be agreed and communicated through communication forums, notice boards and local environmental, health & safety meetings. We are also committed to reducing our environmental footprint. The main responsibility for our Environmental Health & Safety policy lies with the Managing Director and the Senior Management team. Employees are required to comply with company rules and requirements for environmental, health & safety management.

The company is committed to complying with its statutory and common law duties and will commit to fulfil and evaluate its compliance obligations via audit and inspection regimes. Specifically, we are committed to achieving the following:

- Provide and maintain plant, equipment and systems of work that are safe and without risks to health and a safe place of work at all locations.
- Prevention of work-related injury & ill health.
- A commitment to identify/ eliminate or manage hazards and EH&S risk.
- Policy will be reviewed annually or following any recordable incidents.
- Ensure the safety and control of risks to the environment and health in connection with the use, handling, storage and transport of articles and substances.
- Provide such information, instruction, training and supervision as may be necessary to ensure the health and safety at work of its employees.
- Ensure the health, safety and welfare of visitors to site and contractors used by the company.
- Provide personal protective equipment where necessary.
- Encourage the participation of employees / contractors / visitors in promoting safe and healthy conditions and systems of work through effective joint consultation and discussion.
- Put in place measures for health surveillance, first aid, firefighting, emergency situations and evacuations.
- Appoint competent personnel to manage the Environment, Health & Safety policy and to monitor performance.
- Maximise energy, waste & water efficiency measures to reduce costs and improve environmental performance.
- Actively seek out opportunities to continually improve EH&S performance and wellbeing in the organisation.
- Provide appropriate resources of personnel, time and capital to achieve our objectives and statutory requirements.

*Lee Tretheway*

*Strategic Head of Operations,  
Development and Supply Chain  
(signed via QPulse)*



*Ian Taylor*

*Financial Director  
(signed via QPulse)*