

SMITH & SONS (BLETCHINGTON) LTD

HEALTH AND SAFETY POLICY STATEMENT

INCLUDING LINEAR FISHERIES (OXFORD) LTD

We are committed to the health, safety and security of our employees and other interested parties who may be affected by our activities.

Health and safety are core values that will be incorporated into all aspects of our business.

Everyone working for the Company should expect a safe and healthy working environment, and in turn, everyone should contribute towards the goal through responsible behavior.

The management of the Company is accountable for the prevention of injuries and occupational illnesses, and is therefore committed to continually improving health, safety and security performance of the business with the ultimate target being that everyone goes home safe and well every day. The commitment will be achieved through the following objectives:

- Maintaining and improving the health and safety systems and procedures;
- All risks to be assessed and suitable safe systems implemented;
- Inspection regimes and remedial actions implemented;
- All accidents, incidents and significant near hits require prompt investigation and implementation of improvements, which will be communicated to all employees;
- Maintain structure and skills to achieve our objectives;
- Training and development of our employees;
- Clear and transparent communication and knowledge sharing;
- Active participation of all employees to help continual improvement of our health and safety performance;
- Continual monitoring, review and improvement of safety systems and procedures;
- Suitable hygienic welfare facilities to be provided and maintained;
- Employees will be made aware of their responsibilities and shall be accountable for their actions.

It is the management's responsibility to ensure that adequate resources are provided in order to meet these objectives.

The successful implementation of this policy requires total commitment from employees at every level, all of which have a legal responsibility to co-operate with the Company to ensure that they do not put themselves or fellow employees and other interested parties at risk of injury by their actions.

Ric Clemmey

Managing Director
February 2021