

Microtech Electronics Limited regards occupational health and safety to be an integral part of its business activities and is committed to achieving a high level of occupational health and safety performance and to develop and maintain a positive safety culture with visible and active leadership. To this end, the management of health, safety and welfare is to be considered as a prime responsibility by line managers at all levels within the Company. The Company is further committed to:

- a. complying with legal requirements as the minimum standard of health and safety performance;
- b. carrying out a programme of continual cost-effective improvement in performance through the setting and review of objectives; and
- c. Involving and consulting our employees as appropriate.

It is, therefore, the Company's Policy to:

- a. Carry out a suitable and sufficient assessment on the risks to health and safety of employees to which they are exposed whilst at work and to persons not in our employment in so far as they come into contact with the Company or its products.
- b. Set and publish the annual occupational health and safety objectives to be achieved by the Company.
- c. Implement policies, organisational procedures, control measures and systems to monitor and review risks in order to provide a risk controlled working environment.
- d. Provide the resources necessary to implement this policy
- e. Periodically review these systems and carry out audits to ensure compliance.

To assist in achieving these aims, the Company recognises it has a responsibility to:

- a. Provide and maintain safe and healthy working conditions by taking into account current legislation and appropriate advisory literature, using current best practices.
- b. Provide the necessary resources, information, instruction training and supervision in order to enable employees to carry out their duties under this policy and to work safely and efficiently.
- c. Make available all necessary safety devices and protective clothing/equipment and to ensure that they are to the appropriate standards and are worn/used.
- d. Maintain a constant and continuing interest in health and safety matters applicable to the Company's activities by consulting and involving employees as appropriate.

The Company will ensure that all employees are aware that they have legal duties under health and safety legislation. These duties are contained in Section 2 (Individual Employees). **An uncontrolled copy of Section 2 together with this Policy Statement will be issued to each employee together with any sections that are relevant to them.** When they are updated, these section(s) will be reissued on the notice board and electronically on the company's Business Management System.

The company operates a 'Stop Work' policy in respect of health and safety this means that any employee who is asked to undertake a task that he/she considers unsafe, they are to stop work and report their concern to their manager. They should not begin work until their concern has been addressed.

The Company has appointed the Managing Director to have overall responsibility for the health, safety and welfare of employees at work. Responsibilities in this respect are described in the organisation and responsibilities section.

Signed:



Simon Thomson : Managing Director