

HEALTH & SAFETY POLICY.



At Bodycote the provision of a safe and healthy workplace for all is not only our first value, but a prerequisite in all we do.

Our vision is a zero-harm workplace where every employee, visitor, and contractor returns home from work safely and securely. We achieve this through a combination of our culture, our behaviours, our health and safety management system, our House of Safety framework and our Code of Conduct. Through these mechanisms we commit to:

Focussed leadership and accountability

- Establishing a proactive culture for which our leaders at all levels are accountable for driving.
- Ensuring every employee at Bodycote, from Senior Management to frontline employee, shares the responsibility for maintaining a safe workplace.

The elimination of hazards and reduction of risks

- Proactively identifying, assessing and controlling risks with the aim of eliminating any occupational health and safety hazards.
- Adopting a risk-based approach to all our activities to prevent ill-health and injury.

Compliance and beyond

- Strictly adhering to all our legal and other health and safety obligations.
- Understanding that our commitment in this area goes above just compliance and strive for continuous improvement in our standards and processes.

Continuous improvement and operational excellence

- Embracing and driving the continuous improvement mindset; learning, regularly reviewing and improving our processes.
- Setting ambitious objectives and targets to focus our health and safety efforts and, through regular monitoring and improving our performance and systems.
- Investing in, and training of, new technologies and processes with the aim to improve the health and safety of our workplaces.

Involving all in health and safety

- Actively involving and ensuring participation of all in health and safety decision-making and improvements.
- Encouraging and facilitating open communication and the reporting of incidents, issues or unsafe or unhealthy conditions or activities without the fear of reprisal.

Training, awareness and competence

- Empowering our workforce with the right skills, equipment and knowledge to carry out their work safely.
- Ensuring everyone understands their role in maintaining a safe and healthy workplace through regular training, communication and awareness programmes.

This policy will be communicated to all our employees, contractors and stakeholders and shall be regularly reviewed to ensure it remains effective and aligns with best practices and our vision of world class health and safety.

Jim Fairbairn

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Group Chief Executive

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