

HEALTH, SAFETY & WELFARE POLICY STATEMENT

HORIBA UK Ltd (HUK) is committed to providing safe and healthy working conditions, preventing work related injury and ill health, and safeguarding the welfare of its workers. This commitment is extended to everyone that may be affected by the organisation's operations.

Across HUK, the minimum acceptable health & safety standards are those required by national and international legislation or other relevant requirements. Through a process of self-improvement, we will not only meet all such standards but, where possible, strive to exceed them.

HUK is part of HORIBA, a multi-national company, developing, supporting and supplying test and measurement instrumentation. HUK is committed to achieving the global target of "Triple Zero". This means zero serious incidents, zero serious complaints and zero non-conformity of product regulations.

Ultimate responsibility for all matters relating to health & safety lies with the Board of Directors of HUK.

Workers at all levels are responsible for health & safety and must take reasonable care of themselves, those under their control, their colleagues and anyone who may be affected by their work.

HUK recognises the important contribution that all workers can make in the provision and maintenance of healthy and safe workplaces. Therefore, HUK promotes a team-based effort and every individual at work is encouraged to take an active part in both formal and informal consultation arrangements i.e. H&S Committee Meetings or Department Meetings.

The planning, setting of objectives and continuous improvement of the OH&S management system is an integral part of business operations and is led by the Executive Team members.

The health & safety policy also defines the management structure and the roles and responsibilities of workers in achieving the following health & safety objectives:

- To eliminate hazards and reduce health and safety risks within all areas of the business.
- To provide and maintain a safe working environment, including the provision and maintenance of safe equipment and systems of work.
- To secure and develop a competent workforce by providing information, instruction, training & supervision.
- To develop, promote and maintain a positive health & safety culture.

This policy is formally reviewed annually, or sooner where required.

Stuart Knight
HUK President



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