

## HEALTH & SAFETY POLICY

Dynex is committed to ensuring its workplace is safe from hazards, its employees, contractors and visitors are injury free, its products and services are safe and its commitment and record in compliance, sustainability and protection of the environment is unequalled.

Our concept focuses on prevention, with health and safety being integrated into all of our activities in order to create a safe working environment. We will continually take steps to eliminate risks that could endanger any person in our workplace.

Our targets are zero safety incidents, zero injuries and zero adverse environmental impacts. We will not be satisfied until we are meeting these targets on a sustainable basis.

### Our policy has the following objectives

1. Clearly defined responsibilities and accountability for Directors, Senior Managers and Managers to ensure prevention of accidents and the avoidance of injuries and hazards.
2. To ensure that all employees, visitors and contractors take responsibility for the care of themselves and others, and report near miss incidents and shortfalls in Health and Safety measures. Every employee must comply with all procedures, protective equipment and instructions provided to safeguard their Health and Safety, co-operate with management, and comply with the law.
3. To meet or exceed the principles laid down in HSG65.
4. To carry out a risk assessment of all work activities, including for example manufacturing, maintenance, contractor, and design, research & development activities, record the significant findings of the risk assessment, put in controls to ensure that hazards are reduced, risks minimized and maintained at a level that is as low as is reasonably practicable and review those findings on a regular basis.
5. To provide all our employees with work methods, work areas, premises, equipment and plant, including safety equipment, which is safe and not injurious to health. Furthermore, to safeguard our employees, contractors, visitors and the general public from any hazards resulting from the use or disposal of substances, processes or equipment, and prevent work related ill health.
6. To train and instruct all employees in the hazards present in the workplace, the safety measures in place to control them, and to be aware of their own responsibilities in health and safety matters to themselves, their colleagues, contractors, visitors and the Company.
7. To maintain programmes which ensure adequate knowledge of, and compliance with, all legislation, regulations and codes of practice relating to Health and Safety at work.
8. To conduct accident investigation and prevention, and occupational health programmes, to safeguard employees in all relevant circumstances.
9. Management to work constructively, and consult, with employees and employees' representatives to improve Health and Safety aspects of the working environment on a continuous basis.

This policy is supplemented with details of the Company Health and Safety arrangements through organisational responsibilities, welfare and risk management. It is reviewed on a regular basis.

This policy shall be made available to all those working for and on behalf of the company and any interested parties from outside the Company.

Mark Kempton, Managing Director  
23<sup>rd</sup> April 2019