

UK and Ireland Health and Safety Policy

Antalis has defined The Health & Safety (H&S) of our employees is of paramount importance and priority in all business functions. Our view is, that above all else employees should work in an environment where Health and Safety comes 'first and all the time'.

Our belief is that:

- All work accidents and occupational diseases can be prevented.
- Working in a safe environment has a positive impact on the wellbeing and performance of all employees.
- We must go beyond legal compliance, as only a pro-active, continuous safety improvement programme that engages all employees will make a real difference to our H&S performance.
- Safety is a topic to which each one of us must contribute, rising above divided opinions and divergent interests. It must be built on a foundation of respect for people which requires empowerment and trust, mindset for change, accountability, and team spirit, all of the Antalis values.
- H&S starts by engaging people in making their environment safer, in a clean and tidy workplace.
- H&S values should go beyond work and extend to home and family life.

Our goal is to achieve and sustain zero accidents and occupational diseases.

Additionally, we are committed to providing safe and healthy working conditions for the prevention of injury and ill health and to the continual improvement of our standards of Health and Safety. This includes:

- We are committed to eliminating hazards and reducing the risks that our employees, contractors, visitors and others are exposed to
- We are committed to compliance with all applicable legislation and all other requirements to which we subscribe
- We are committed to consultation and participation of workers, including safety representatives and representatives of employee safety
- We will ensure that all of our employees receive appropriate Health and Safety training for their roles.
- We will continually measure our Health and Safety performance through objectives and targets to ensure continual improvement
- We will protect workers from reprisals when reporting incidents, hazards, risks opportunities

The Health and Safety of our employees, visitors, customers and the members of the public that we come into contact with is of the utmost importance to us. We will ensure that we have clear policies, adequate training and regular checks to measure compliance. Myself and the Directors of the UK & Ireland Executive Committee, will all lead by example and strive to achieve zero incidents within our operations.



David Hunter, Regional Managing Director UK & Ireland

1st January 2019