

ROCHESTER MIDLAND CORPORATION LTD

Health & Safety, Environmental and Quality (HSEQ) Policy Statement

Rochester Midland Corporation Ltd is committed to excelling in all HSEQ related activities.

The ultimate responsibility for HSEQ lies with the Managing Director (MD) who will ensure it is given equal priority with other major business needs. The implementation of this policy and the Business management System is a senior management responsibility and will involve the participation of all employees of the company. The Board of Directors is committed to reviewing this policy at least annually to ensure compliance with the current legislative and business requirements, to identify any deficiencies, implement appropriate improvements and allocate resources as necessary.

The Directors of the company have set the following objectives and are committed to -

- Developing and maintaining a positive / proactive HSEQ culture.
- Continually work towards our goals of zero incidents, right first time and protection of the environment.
- Ensuring that all employees, subcontractors and agency workers have received suitable training relating to the work they will be carrying out.
- Ensuring that a system of identifying, assessing, eliminating and controlling HSEQ risk, to which our employees and others may be exposed, is established and complied with.
- Pursuing continual improvements in the HSEQ performance and the management system.
- Promoting positive HSEQ practices aimed at reducing accidents, near miss, ill health, injuries and business travel will be considered.
- Providing appropriate resources to ensure relevant HSEQ elements are provided for all employees.
- Ensuring open lines of communication are established and maintained which will be "top down" and "bottom up" processes as such the company has devised various methods to ensure this happens.
- Ensuring competence of all employees engaged on company activities.
- Use the golden rules, time to act to reduce / eliminate incidents both at work and in the home.
- Ensuring that the company's operations are performed in compliance L8, ISO 9001, 14001, 45001 and all relevant legislative requirements, British Standards, Approved codes of practice and industry guidance.
- Ensuring that detailed HSEQ arrangements reflecting the company's standards, highlighting responsibilities, safe working procedures and guidelines are clearly set out and documented within the HSEQ and Management System.
- Ensure our service provision is a high-quality standard and is customer focused.
- Ensure pollution provision is treated as a priority issue in the management of the business.
- Promoting a culture of Re-use, recycle and reduce waste in all of the company's activities.
- Undertaking a full management review and turning the outputs into action plans for the business.
- Setting annual HSEQ targets and objectives which will be monitored quarterly and cascaded annually company wide via a status report these will be integrated into the RMC strategic plan where possible.
- All persons are encouraged to take ownership and accountability for theirs and others health & safety.
- All persons who have genuine grounds for concern on HSEQ matters are encouraged to raise them with their line managers without fear of discrimination or persecution. Everyone is empowered to stop work if they observe imminent danger.

The Directors shall ensure that all matters relating to this policy and the business management system and associated arrangements are brought to the attention of all company employees and all other interested parties upon request and at their discretion.

Wayne Hopkins,
Business Director



2nd January 2021