

# Pincroft Dyeing & Printing Company Ltd

## Occupational Safety, Health and Environmental (SHE) Policy

Pincroft is committed to the safety and health of its employees and shall provide a safe and healthy workplace. Hazards in Pincroft workplaces must be well understood and effectively managed to protect Pincroft employees, visitors, facilities, and surrounding communities. Pincroft has long recognized the necessity for responsible environmental management and conservation of resources. Pincroft has also recognized the global nature of environmental matters and importance of constructive cooperation in achieving international environmental conservation.

Pincroft is committed to producing products and providing services to our clients in a responsible manner that respects the Safety, Health and Environment of our employees, others who work on our behalf, our customers and the communities in which we operate and engage.

Pincroft believes in promoting a workplace where protecting our people and the environment is the way we conduct business following our operating principles.

- All accidents and pollution incidents are preventable, we take practical steps to eliminate hazards and prevention of pollution at the source from our business activities. This is achieved through design, risk identification, assessments, control measures and auditing controls.
- Ensure customer needs and expectations are determined and fulfilled. Develop products that support a sustainable environment.
- Communicate with management and employees about working conditions perceived to be unsafe or hazardous and, as appropriate, shutting down any operation deemed to be operating in an unsafe condition.
- Developing and participating in the understanding and maintenance of the SHE management systems. To manage SHE risks both on and off the job.
- Meet or exceed our compliance obligation with all applicable Safety, Health and Environmental legislation, regulations, and other requirements; to ensure pursuit of excellence.
- Continually improve our Safety, Health and Environmental (SHE) management systems, processes and follow up activities, to support our commitment to prevent injury, ill health and pollution by our operations..
- Establish SHE objectives, plans and performance measures, regularly review, report on our progress in an open and transparent manner. Foster continual improvement through company and employee engagement.
- Every leader, manager, supervisor and employee is accountable for our SHE performance and we believe everyone is responsible for his/her own behaviour and performance in support of our SHE principles.
- Develop products that support a sustainable environment and to prevent harm to the environment from design and manufacturing through reuse, recycling, or final disposal of material.
- Achieve sustainable growth by conserving natural resources, through optimized manufacturing operations, reducing energy and water usage. Invest appropriate resources to support environmental issues.

The management team shall review this policy annually and ensure it is made available to all employees.

Signed: ..... *Jose Felw* .....

Date:..... *16/01/2018* .....

Date of next review: 11 January 2019