

## **Pincroft Dyeing & Printing Company Ltd Safety, Health, Environmental & Quality (SHEQ) Policy**

Scope – The preparation, dyeing, printing and finishing of woven fabrics.

It is the policy of Pincroft Dyeing and Printing to provide a high quality product, a healthy and safe workplace in which our employees, contractors, visitors and those who may be affected by our operations, can carry out their duties.

Pincroft aim to have a first class performance in SHEQ and intended outcomes. Our SHEQ objectives shall be set out by senior management, in consultation with workers and the strategic direction of the business. This shall be communicated to workers and reviewed through management and health and safety committee meetings.

Our senior management team are responsible for putting in place the organisation, processes and framework to deliver the SHEQ management system. Pincroft's commitment to SHEQ management is achieved by:

- Commitment to fulfil all applicable SHEQ legal and other requirements applicable to our activities as a minimum, supported by robust legal management information.
- Commitment to take overall responsibility to reduce hazards, occupational health and safety risks, prevention of work related injury and ill health from workplace activities. This is achieved through process safety, hazard identification, risk assessments, control measures and auditing controls.
- Commitment to provide safe and healthy working conditions for our workers and any other person who could be affected by our activities, to prevent ill health related conditions.
- Commitment to protect the environment and prevent pollution at source by our operations and business activities.
- Process for consultation and participation of workers and workers representatives with proposed changes to be made in the workplace. This is achieved through the safety committee.
- Develop, lead and promote a SHEQ culture with preventative and corrective measures against noncompliance, and incidents for all company processes in collaboration with our workers and customers.
- Having processes in place to ensure that we have workers competent in SHEQ systems throughout the organisation.
- Promote continual improvements to our Safety, Health and Environmental Quality management systems, processes and follow up activities, to support our SHEQ commitment. Assured we are doing the right thing by using leading and lagging indicators to monitor our progress against established objectives and targets.
- Ensure adequate resources are available to support, deliver, maintain and improve the SHEQ management system. Workers are trained in order to perform work tasks competently and safely.
- Communicate the effectiveness of the SHEQ management system, SHEQ plans and performance measures, regularly review, report on our progress in an open and transparent manner.
- All manager's, supervisor's and employees are accountable for our SHEQ performance and we believe everyone is responsible for his/her own behaviour and performance in support of our SHEQ principles.
- Workers shall be protected from reprisals when reporting incidents, hazards, risks and opportunities, for the SHEQ management system.

This policy is implemented through the business, SHEQ framework and management systems.



John Vareldzis CEO

Date: 24 January 2020

Date of next review: 24 January 2021