

Health and Safety Policy

Nice-Pak International (NPI) is a leading wet wipe manufacturer, achieving this position by continued investment in innovation, world class facilities and people to deliver high-quality products. Our goal is to build on this current success and grow our position across global markets.

To achieve this goal, it is our intent to demonstrate an ongoing and determined commitment to improving health and safety at work throughout our organisation. We will lead industry by promoting best practice and exceeding the guidance of the Health and Safety Executive and other regulatory bodies.

This policy reflects our commitment to ensuring that health and safety at work is paramount to the business, and that effective health and safety actively contributes to our success.

This commitment will be demonstrated through the following objectives:

Objective One – Targets

We aspire to achieve 'Zero Harm' to people. Our fundamental belief is that all injuries can be prevented. Responsibility starts with each one of us.

- We will commit to a Total Reportable Incident Rate (TRIR) of below 1.0.

Objective Two – Compliance

Our work activities achieve compliance with legislation, and our people are empowered to take action to manage and minimise health and safety risks.

- We will report and investigate accidents, incidents and near misses to drive improvement in our health and safety management. Lessons learned from such events will be used to take corrective actions to prevent recurrences.
- We will implement a management system to ensure we:
 - Comply with health and safety legislation.
 - Fulfil the requirements of ISO 45001:2018
 - Continually improve our health and safety performance.
- We will engage and collaborate with our sub-contractors to ensure their:
 - Health and safety capability and competence meet our expectations.
 - Health and safety performance is monitored and reviewed; and
 - Work activities have minimal health and safety impacts on our activities.

Objective Three - Competence

All our people and stakeholders have the competence to undertake their work with minimum risks to health and safety.

- All our people will be adequately instructed and trained on the health and safety issues that affect them, and the safe working practices that should be followed.
- We will assess the risks associated with health and safety hazards in the workplace. All our people will be informed of the health and safety hazards and risks that affect their work. We will take action to prevent, reduce and control risks to an acceptable level and reduce the potential for incidents and accidents.

- The Board of Directors will demonstrate leadership in health and safety. The Board of Directors will undertake tours to ensure that health and safety issues are identified, assessed and managed. Systems will be in place and people will be empowered to raise health and safety concerns with management.
- We will ensure the health and safety competence of our sub-contractors and stakeholders.
- We will require our sub-contractors to identify health and safety risks that may impact on our work activities.

Objective Four - Awareness

All our people and stakeholders have an awareness and understanding of health and safety hazards and risks that affect our business.

- Adequate resources will be provided to ensure all our people, sub-contractors and stakeholders are aware of this policy and committed to its effective implementation.
- There will be active open communication and consultation between all our people, the sub-contractors, and stakeholders. Health and Safety will be integrated into our communications wherever appropriate.
- Ensure the Safety and Wellbeing Committees are conducted on a regular basis with all relevant stakeholders involved.
- Roles and responsibilities for health and safety will be defined, as necessary, within job descriptions or profiles. The Board of Directors will ensure that:
 - Adequate resources are provided for health and safety.
 - Health and safety is adequately assessed, controlled and monitored; and
 - Our people are actively involved on matters that affect health and safety.
- We will identify our workplace health and safety hazards. We will inform our people, the sub-contractors and stakeholders, as appropriate, of these workplace hazards.
- We will require our sub-contractors and stakeholders to identify health and safety hazards that may impact on our work activities.

Objective Five – Excellence

NPI is recognised for excellence in the way it manages health and safety.

- We will constantly encourage, develop, review and share 'health and safety good practice' both internally and externally.
- We will engage with external partners, customers, stakeholders to drive continuous improvements in our H+S.
- We will commit to attaining the British Safety Council's Sword of Honour in recognition of our commitment to Health and Safety excellence.

This policy will be communicated to all staff, contractors and suppliers and other interested parties, and be made available to the public through selected media.

A handwritten signature in black ink, appearing to read 'J. Wall'.

APPROVED BY:

JOB TITLE: Managing Director

DATE: 29/09/2022