

HEALTH AND SAFETY POLICY

PART 1 - HEALTH AND SAFETY POLICY STATEMENT

Würth UK recognises and accepts its responsibility for the health and safety of its employees, contractors and authorised visitors to the site. The company will conduct its business in such a manner as not to expose persons to any risk that may affect their health and safety.

We seek to continually improve standards of health and safety in our working conditions, as well as in our equipment and systems of work and will provide the information, instruction, training and supervision necessary to achieve this.

The company will take reasonable steps to provide and maintain:

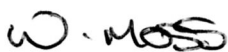
- Equipment and systems of work that are safe
- Safe arrangements for the use, handling, storage and transport of articles and substances
- Sufficient information, instruction, training and supervision, to enable all employees to avoid hazards and contribute positively to their own and other persons safety and health at work
- A safe place of work, and safe access to and egress from it.
- A healthy working environment
- Adequate welfare facilities

All employees are required to take care not to endanger themselves, their workmates or authorised visitors. The general duties of individual employees are summarised in Part 2 of this Policy document. Duties are also placed upon employees by sections 7 & 8 of the Health and Safety at Work etc. Act 1974, which requires every employee to take care for their own health and safety and for that of others; to co-operate with the company; not intentionally or recklessly to interfere with anything provided by the Company in the interests of health and safety or welfare at work.

Blatant disregard of Health & Safety policies and procedures will be regarded as a serious disciplinary matter.

As the Managing Director I undertake to make this policy readily available throughout the Company.

This policy will be reviewed and updated at least annually, particularly to reflect changes in the nature and size of the Company, the introduction of new equipment or processes and any changes required to comply with relevant health and safety legislation.



Wayne Moss
Managing Director

September 2011

PART 2 - ORGANISATION AND RESPONSIBILITIES

Managing Director

The Managing Director has overall responsibility for:

- The Occupational Health, Safety and Welfare of all employees within the Company. He will be supported in this responsibility by the Management team of Würth UK Ltd.
- Initiating and ensuring that an authorised and effective policy for Occupational Health, Safety and Welfare is maintained.
- Authorising the issue of revised or new Health and Safety Instructions (HSI, s).
- Ensuring that the policy is reviewed and updated at least annually or to reflect changes in legislation, the organisation or working practices.
- Communicating with the Management team on matters regarding Health and Safety.

Managers

Managers have responsibility:

- To the Managing Director for ensuring compliance with the Company Health and Safety Policy within their areas of control.
- For the Occupational Health, Safety and Welfare of employees reporting directly to them and workplaces under their direct control.
- For ensuring that they are aware of their own duties and responsibilities for Health and Safety and have sufficient information and training to carry out those duties.
- For taking disciplinary action, under Company disciplinary procedures, where there are wilful or negligent breaches of Health and Safety legislation or Company instructions.
- For promoting good practice with regard to Health and Safety at work.
- For reporting all accidents, diseases and dangerous occurrences in the areas under their control in accordance with the Company's accident reporting and recording procedures.
- For ensuring that certain tasks/operations, as required by legislation, are only carried out by trained and competent employees.

Employees

The Company expects the co-operation of every employee in the implementation of the Health and Safety Policy. In particular every employee, whilst at work, is required to:

- Take reasonable care of the health and safety of themselves and of other persons who may be affected by their acts or omissions.
- Accept adequate training in Health, Safety and Environmental awareness insofar as these subjects affect their employment with the Company.
- Co-operate with the Company and their Department to enable them to perform or comply with any duty or requirement imposed on the Company and/or that Department by or under relevant legislation.
- Use any equipment or facilities provided in the interests of health, safety, or welfare, and not to intentionally or recklessly interfere with or misuse such equipment or facilities.
- Report to his or her Manager, without delay, any accident or injury sustained at work and any dangerous occurrence or near miss.
- Assist in the investigation of accidents with a view to preventing, or minimising the risk of a recurrence.
- Report to his or her manager any matters, including defects or working practices, which may create a risk to the health and safety of employees.
- Ensure that all visitors under their control are aware of and comply with the Company Health and Safety Policy and site rules.

ADDITIONAL ARRANGEMENTS FOR SPECIFIC APPOINTMENTS

Logistics Manager (Health and Safety Coordinator)

The Logistics Manager, trained to IOSH “Managing Safely” standards, has responsibility for:

- Providing support to the Managing Director on all matters regarding Health and Safety at work.
- Identifying, interpreting and advising on all statutory requirements and good practice with regard to Health and Safety at work. This may involve liaison with external specialists as required.
- Ensuring the update of all relevant Health and Safety Literature, and to hold copies of such for reference.
- Developing, issuing and maintaining Health and Safety Instructions (HSI,s) and site rules with regard to health and safety.
- Investigating all reported accidents, incidents, diseases, dangerous occurrences and near misses and recommending remedial action to prevent or minimise recurrence.
- Ensuring that risk assessments are conducted by appointed employees or appointed external Safety advisors throughout the site and that reasonable steps are taken to ensure that any necessary control measures are identified and implemented.
- Displaying such Health & Safety notices as required by statutory legislation.



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