

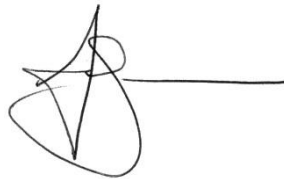
Health and safety policy

The PIV Management Team take responsibility for the Company's Health & Safety Policy.
Würth UK Ltd is committed to:

- The principle that Health and Safety is accepted as the first responsibility of each Manager and is at least as important as quality, environment and profit
- To achieving the highest reasonable standards in Health, Safety & Welfare for all our employees.
- To conducting our activities so as to prevent harm to our contractors, customers & neighbours, and as a minimum to comply with all relevant Health and Safety legislation, regulations and codes of practice.
- To the principle that all accidents, injuries and occupational ill health are preventable.

Würth UK Ltd will commit sufficient resources to ensure the following:

- The provision of sufficient training and coaching to ensure the competence of all staff.
- All tasks are reviewed to identify hazards, assess risks, and implement effective control measures.
- Providing and maintaining safe premises, tools and equipment.
- To regularly monitor, measure and review against set targets and objectives our health and safety programme, to ensure continuous improvement.
- To communicate and consult with employees regarding Health, Safety and Welfare issues.
- To actively promote safe working practices, as detailed in the Organisations Management Systems.
- To empower staff to enforce disciplinary action against any employee or contractor for breaches of company rules and procedures.
- No employee or contractor is forced to undertake any task for which they are not adequately trained to undertake safely.
- Incidents are thoroughly investigated and deficiencies rectified promptly.
- That as a condition of employment every employee accepts responsibility for working safely.



Jason Murphy
Managing Director
January 2021