



## **Victrex plc**

### **Safety, Health and Environment Policy**

The Board of Directors of Victrex plc believe that all employees should be able to work safely in a healthy workplace and that our activities should not harm the public or the environment. Everyone in the organization is expected to place the highest priority on achieving these aims. Good Safety, Health and Environmental performance go hand in hand with good business performance.

Our policy objectives will be achieved by having adequate resources and organisation to:

- Identify Safety, Health and Environmental hazards
- Assess the risks associated with the identified hazards.
- Implement appropriate control measures. (External guidance and advice will be sought and used where appropriate.)
- Ensure that our employees are appropriately and properly trained and understand what they are required to do.
- Review and learn from our own and other people's experience and take on board new legislation and other requirements.
- Ensure that all employees contribute to improving Safety, Health and Environmental performance through regular and effective communication and consultation.

Safety, Health and Environmental performance will be an integral responsibility of each line manager, who will be held accountable for the performance of those reporting to him/her. In addition, every employee will be expected to work safely at all times; to follow procedures designed to protect the Environment and the Safety and Health of all employees; and to report any accident, incident or near miss.

We believe that legal requirements should be taken as the minimum starting point, to be exceeded by continuous improvement. We believe that all accidents are avoidable and that each of us must strive to eliminate all accidents and damage to Health and the Environment.