

HEALTH & SAFETY POLICY

brother
at your side

Brother Industries (UK) Limited (BIUK) is a wholly owned subsidiary of Brother Industries Ltd Japan (BIL) based in Nagoya Japan. We are a manufacturing operation and produce a diverse range of products including consumer and industrial electronics, consumables, general product assembly, and plastic injection moulding. Our core business areas include (but are not limited to):

- Manufacture of consumer and industrial products
- Recycling and refurbishment of laser printer cartridges
- Packaging of inkjet cartridges
- Plastic injection moulding and general assembly work
- Providing innovative services to support our sales organisation
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Our vision is to be the Recycling Technology Centre for the Brother Group

The Directors and Senior Managers of BIUK regard the promotion of Health and Safety as a mutual objective for management and employees at all levels. It is therefore company policy to do all that is reasonably practicable to protect everyone from foreseeable workplace hazards and ill-health, to continually improve our health and safety performance by objective setting, and to comply with all applicable legal and other requirements.

The Managing Director (Craig McCubbin) is the Health and Safety Officer for the Company. He in turn has appointed a Health and Safety Adviser (Simon Boyle) to monitor the day-to-day implementation of policy and plans.

There are four key elements to the company health and safety policy based on the principle of C.A.R.E: - **Consultation** with employees, **Assessment** of risk, **Responsibility** of employees and the provision of a safe working **Environment**.

The company's Safety First message is also delivered by 3 E's: **Education, Engagement & Enforcement**.

• Consultation

The company will consult and participate with employees on matters concerning their health and safety. This consultation is a two-way process. The company will listen and act where reasonably practicable. BIUK will communicate via ES meetings, on a one to one basis, through formal briefings and feedback, or through company council / health and safety meetings.

• Assessment of risk

The company is committed to the identification and elimination of all hazards in the workplace through the process of risk assessment. Department Managers are responsible for identifying hazards and carrying out risk assessments in the areas under their control.

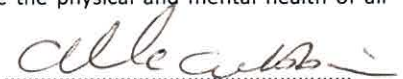
• Responsibility of employees

All employees have a duty to take reasonable care for the health and safety of themselves and others affected by their acts. They must use any equipment or substance in accordance with any instruction or training given by the company. Employees must also report to the company any foreseeable danger or any shortcomings in the company's health and safety arrangements.

• Environment

The company will continuously strive to provide a safe working environment where accidents are not expected to happen. Doors and passageways will be kept free from obstruction to maintain safe access and clear exits. Safe plant and work equipment will be provided, and all employees will receive sufficient instruction, information, training and supervision so that they can perform their tasks in a safe manner. The company will also strive to provide sufficient facilities and services to maintain and improve the physical and mental health of all employees.




Craig McCubbin
Managing Director
BROTHER INDUSTRIES (U.K.) LTD
Date: 18/02/2020