

	Document No.	Issue No	Title	Author	Approval Date
	FEI.POL.1.2	3	HEALTH & SAFETY POLICY	CR	29/01/2024

**FEI Foods Limited Health and Safety Policy Statement**

At FEI Foods Limited, we are committed to providing a safe and healthy working environment for all employees, contractors, visitors, and anyone else affected by our operations. We recognise our responsibility to identify and manage risks, comply with legal requirements, and continually improve our health and safety performance. This policy statement outlines our commitment to health and safety and sets the framework for our Health and Safety Management System.

- **Leadership and Accountability:** We have established clear responsibilities for health and safety at all levels within the business, and individuals are accountable for fulfilling their roles, providing adequate resources to enable the effective implementation and operation of this policy. Safety will never be compromised for any other objectives.
- **Legal Compliance:** Ensure compliance with all applicable health and safety laws, regulations, and industry standards. We will regularly review and update our policies and procedures to ensure ongoing compliance, seeking opportunities for enhancement.
- **Risk Assessment and Management:** We will identify, assess, and manage health and safety risks associated with our activities. Control measures will be implemented to minimise or eliminate these risks to ensure a safe working environment.
- **Incident Reporting and Investigation:** All incidents, accidents, and near misses will be reported, investigated, and documented. Lessons learned from investigations will be used to improve our health and safety performance.
- **Communication:** Effective communication of this policy, whilst maintain open and effective communication channels to ensure that all relevant health and safety information is shared promptly with employees. This includes regular updates, training sessions, and awareness campaigns.
- **Employee Involvement:** We actively encourage employee involvement in health and safety matters, seeking their input and engagement in the development, implementation, and review of health and safety procedures. We shall continue to encourage escalation, near miss and hazard reporting within our operations.
- **Emergency Preparedness:** We will maintain effective emergency response procedures, conduct regular drills, and provide the necessary resources to respond promptly and efficiently to any health and safety incident.
- **Training and Competence:** We shall provide sufficient, relevant health and safety information, instruction and training to all employees, ensuring that employees are competent to carry out their tasks safely and effectively.
- **Well-being:** We recognise the importance of promoting the overall well-being of our employees, including both physical and mental health. Initiatives to support employee well-being will be developed and implemented.
- **Plant and Equipment provisions:** Provide and maintain safe plant, equipment and welfare facilities. Ensure safe handling, transportation and use of substances and materials. Provide adequate first aid provisions.
- **Review and Revision:** This Health and Safety Policy Statement will be reviewed periodically to ensure its ongoing relevance and effectiveness. Any necessary revisions will be made to reflect changes in legislation, technology, or organisational structure.

**All employees at FEI Foods Limited must take reasonable care of the health and safety of themselves and others whilst at work and co-operate fully in all health and safety related matters.**

Signed:



Simon Lewis  
Managing Director

29/1/24

Date:

Signed: *C.M. Rees*

Christian Rees  
Operations Director

Date: *29.1.2024*