



Policy Statement

Kalsi Plastics UK Ltd will ensure that;

- Its activities are conducted safely, and on a moral and ethical basis.
- The health and safety of its employees, its customers and the public will be protected.
- Environmental performance will meet or exceed contemporary legislative requirements, and any environmental impacts will be minimized.
- Employees, capital, information and other assets will be protected from deliberate harm, damage or loss.
- Products and services are to industry standards (needs to comply to any relevant legislation) and customer requirements as a minimum.

In particular Kalsi Plastics UK Ltd Will;

- Comply with relevant local bylaws and laws and regulations and take any additional measures considered necessary.
- Ensure that all activities are conducted in a manner consistent with Kalsi Plastics UK Ltd standards and procedures, aiming for best practice in all areas.
- Set demanding objectives and targets, and measure progress to ensure continuous improvement in safety, health, environmental and quality performance. Kalsi Plastics UK Ltd expects all employees to pro-actively contribute to the continuous improvement process.
- Require every member of staff, and those who work on our behalf (installers and contractors), to exercise personal responsibility in preventing harm to themselves, others and the environment, and enable them to contribute to every aspect of safety, health, environmental and quality protection.
- Kalsi Plastics UK Ltd recognise the serious implications of climate change and will strive to reduce our carbon footprint.
- Provide information and assistance for responsible recycling or disposal of all our products.
- Provide appropriate safety, health, environmental & quality training and information for all staff.
- Provide appropriate safety, health, environmental & quality information for interested parties, all contractors and others who work with us, handle our products, or operate our technologies.
- Communicate on the nature of our activities, encourage dialogue and report progress on our safety, health, environmental and quality performance.
- Regularly monitor the application of this Safety, Health, Environmental & Quality Policy (SHEQ).
- Ensure compliance with the Working Time Directive and take corrective action as necessary.
- Provide support to its staff with their charitable endeavours and local good causes and community initiatives.
- Provide support to external individuals and organisations for charitable, voluntary and social activities through funding or goods in kind, providing time or skills and help with promotional activities.



Review Management

The Kalsi Plastics UK Ltd Directors are responsible for reviewing and updating this policy document.

This policy is issued as a controlled document and no unauthorised copies shall be made.

The principle by which we operate, within the limits of current knowledge, are that;

- All work-related injuries and illnesses are preventable.
- All escapes of hazardous materials can be prevented and emissions in the course of operation will be reduced, where practicable.
- We are committed to prevent pollution.
- Energy, water, and resources, both natural and man-made will be utilised efficiently.

We will actively promote these principles throughout and will minimise our environmental impact where reasonably possible.

Safety, Health, Environmental and Quality Responsibilities

The Board of Directors;

- Has the prime responsibility for the SHEQ policy.
- Are responsible for protecting the health and safety of all Kalsi Group UK Ltd employees.
- Ensures that Kalsi Group UK Ltd operations will minimise the effect on the safety, health and the environment of the community and/or customers.
- Maintains and protects Kalsi Group UK Ltd capital and other assets.
- Understands the requirements of the Health and Safety at Work Act 1974.
- Ensures that all managers are aware of any changes which may affect them, and of any other relevant health, safety and environmental legislative requirements.
- Reviews the performance of directors and managers against company SHEQ performance.
- Allocates the necessary resources for SHEQ.
- Ensures that the organisational structure is appropriate to manage safety, health, environment and quality.
- Ensures that the same management standards are applied to SHEQ as to other management functions.
- Ensures that SHEQ is integrated into the management structure.
- Ensures that competent persons are employed.
- Develops SHEQ strategies, targets and company objectives.



- Promotes the importance of SHEQ among those employees reporting directly to him and to fellow board members.
- Reviews company SHEQ performance.

Board Directors;

- Understand the main requirements of the Health and Safety at Work Act 1974.
- Ensure that only competent persons / contractors are employed.
- Assist in setting company policy and direction.
- Develop company strategies, targets and objectives.
- Ensure that responsibilities are correctly assigned within the company.
- Ensure that adequate resources are made available.
- Ensure that managers are adequately trained and capable.
- Ensure the effective implementation of the company policy.
- Review the effectiveness of the SHEQ policy.
- Ensure the Directors are informed of progress and developments.
- Ensure that competent persons are appointed to assist in evacuation procedures.

Management;

- Will instigate regular SHEQ committee meetings.
- Ensure customer requirements are met through application of the SHEQ integrated management system.
- Understand the requirements of all legislation applicable to the company's undertakings.
- Ensure that suitable and sufficient training is provided at all levels of the organisation, especially in their own departments.
- Advise employees on the implementation of company policy.
- Investigate all accidents, and monitor accident trends.
- Prepare safe systems of work, including safe driving to and from work.
- Review and revise company SHEQ policy.
- Review new legislation and guidance.
- Review training needs and maintain records.
- Manage the auditing process.



- Monitor the effectiveness of the SHEQ policy, procedures, objectives and targets.
- Ensure effective SHEQ communication takes place throughout the organization.

Supervisors;

- Are responsible for protecting the health and safety of all employees and visitors to their department.
- Ensure customer requirements are met through application of the SHEQ integrated management system.
- Advise employees on, and monitor the implementation of company policy.
- Effectively implement Single Page Plan and regularly communicate feedback to their line manager.
- Investigate all accidents and implement preventative actions.
- Ensure the training needs of their team are assessed and met.
- Ensure SHEQ information / instructions are cascaded down to their team members .
- Carry out specified workplace inspections.

Employees;

- Must accept the obligation to take care, as far as possible, of their own health and safety and that of others who may be affected by their acts or omissions.
- Must obey lawful reasonable instructions and perform their work with reasonable care and skill.
- Must co-operate with Kalsi Group UK Ltd in all SHEQ matters.
- Must make correct use of personal protective equipment.
- Must not change, interfere with or remove guards or safety devices.
- Must not enter moving machinery until made safe.
- Must inform management of any work situation, which could be reasonably considered dangerous and any shortcomings in protection arrangements.
- Must not work at height without using the appropriate equipment and work methods.
- Must obey the requirements of the company's "No smoking policy".
- Must obey the requirements of the company driving policy, including the safe use of mobile phones.