



Health, Safety and Environment Policy

The management of Tennants Fine Chemicals are committed to conducting operational activities in accordance with Health, Safety and Environmental legislation, regulations and other requirements. Tennants Fine Chemicals supports the principles of the Responsible Care® Programme and is committed to the development of a sustainable business. Tennants Fine Chemicals will seek continuous improvement in health, safety and environmental performance by setting objectives covering the design of systems of work, processes and products.

To achieve this we will:

1. Take all practicable steps to provide and maintain safe and healthy working conditions, equipment and systems of work for our employees and others that may be affected by our activities. We will work towards the prevention of all injuries and ill health associated with our activities and will use hazard identification, risk assessment and risk control strategies to achieve this.
2. Ensure that health, safety and the environment is integrated into all operational activities as a key line management responsibility.
3. Take all necessary measures to prevent major accidents and to limit their consequences for people and the environment.
4. Conduct our activities so as to protect the environment by preventing pollution in compliance with our Environmental permit as issued by the Environment Agency.
5. Reduce the environmental impact of our products and processes by continuous improvement in the efficient use of energy, raw materials, services and other resources.
6. Provide health, safety and environmental information, instruction, training and supervision for our employees.
7. Motivate and expect all employees to work in a safe manner, taking all reasonable care not to cause injury to themselves or others, to prevent abnormal releases to the environment and to report any unsafe conditions as soon as possible.
8. Consult with our workers on aspects of health, safety and environmental management and encourage participation of our workers and workers' representatives.
9. Monitor health, safety and environmental performance including particular targets and report openly on progress.
10. Exercise product stewardship to ensure that customers are informed of any health, safety and environmental issues associated with the use and disposal of our products.

It is the responsibility of all Tennants Fine Chemicals personnel to assist in the implementation of this policy.

The policy and the way in which it has been operated will be reviewed annually.

A handwritten signature in black ink, appearing to read "W. Gittins", written over a horizontal dotted line.

Billy Gittins, Managing Director
11th June 2020
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