

Cookson regards health, safety and environmental matters as mainstream management responsibilities

Health, Safety and Environment Policy

Principles

- Cookson's policy is to operate in a manner which preserves health, safety and a sound environment.
- For Cookson companies worldwide, the minimum acceptable standard is to meet their legal health, safety and environmental obligations. The aim is to keep improving.
- Cookson believes that good health, safety and environmental performance is an integral part of efficient and profitable business management. It recognises, therefore, that these matters rank equally in importance with other management responsibilities and that success in these areas depends on the involvement and commitment of everyone in the organisation.

Commitment

- As a consequence of Cookson's overall commitment to preserve health, safety and a sound environment, each Cookson company is required to:
 - provide and maintain healthy and safe working conditions, equipment and systems of work for all employees
 - ensure the protection of the health and safety of other people who may be affected by its operations e.g. contractors, visitors, customers and the general public
 - prevent, or if that is not practicable, minimise and make safe, releases to air, water and land of substances which could adversely affect human health or the environment
 - reduce waste at source by careful use of materials, energy and other resources and maximise recycling opportunities
 - consider, early in the development stage, the likely environmental impact of new products and processes
 - maximise employees' involvement in health, safety and environmental matters by effective communication and encouraging their active participation
 - recognise and respond constructively to community concerns about health, safety and environmental aspects of its operations
 - provide sufficient resources in terms of people, training, plant and equipment to meet its health, safety and environmental commitments
 - set targets for improving health and safety at work and environmental protection, carry out regular internal assessments and report annually on performance
 - ensure that each of its locations adopts policies in keeping with these principles and commitments which also describe the local organisation and arrangements for putting them into practice.

Organisation and Responsibilities

- Cookson regards health, safety and environmental matters as mainstream management responsibilities. Executives and line managers at all levels within Cookson are directly responsible through the normal management structure for health, safety and environmental matters in the operations under their control.
- Each of Cookson's Divisions has an executive committee member with specific responsibility for HS&E matters and every major business within each division has a nominated senior executive with special responsibility for monitoring HS&E performance. A reporting system is in place to collect details of all HS&E related incidents throughout the Group and to produce quarterly reports including key performance indicators (KPIs) covering work related injury and illness rates. These quarterly reports and related performance improvement plans are regularly reviewed by the Chief Executive with divisional management as part of the normal business review cycle.
- The Board reviews HS&E performance as a formal agenda item at least once per year and any significant developments are promptly reported to the Chief Executive and the Board.
- All employees have a responsibility to take reasonable care of themselves and others while at work and to participate positively in the task of preserving workplace health and safety and a sound environment.

Review

This statement of policy supersedes all previous such statements issued by Cookson. The policy and its effectiveness will be reviewed regularly.



Nick Salmon
Chief Executive