

TALIS-UK Ltd considers effective management of Health and Safety to be of prime importance to the sustained success of the business, seeking excellence in every aspect and is committed to striving to achieve 'Zero Harm' through the implementation of the Policy set out below. This vision is supported by a number of key business core values.

Our commitment to Health and Safety is to:-

- ❖ Demonstrate personal responsibility for the safety, mental-health and well-being of all employees.
- ❖ Promote mental wellbeing among staff and tackling the causes of work-related mental health issues.
- ❖ Develop a supportive culture that addresses factors that may negatively affect mental wellbeing.
- ❖ Adopt the principles of the HSE Stress Management Standards for employees or groups of employees that may be affected by stress.
- ❖ Respect the business code of conduct and act with integrity in everything that we do.
- ❖ Create an inclusive and diverse workplace where everyone is treated with respect and dignity.
- ❖ Respect the views and feelings of others and consider the impact of our words and actions.
- ❖ Build strong relationships based on honesty, openness and trust.
- ❖ Conduct business in full compliance with applicable occupational health and safety regulations.
- ❖ Demonstrate leadership and commitment to occupational health and safety.
- ❖ Promote a positive occupational health and safety culture throughout Talis-UK Ltd.
- ❖ Provide adequate financial resources to ensure that proper provision can be made for occupational health and safety.
- ❖ Recognise and accept responsibility for the health and safety of others who may be affected by or exposed to risks due to our operations, which includes members of the general public.
- ❖ Provide employees with information, instruction, training, supervision and equipment needed to allow them to carry out their duties with regard to their own and others health and safety.
- ❖ Provide plant, machinery and equipment that are safe and maintained.
- ❖ Provide safe working conditions and systems of work for all our employees and contractors working on our behalf.
- ❖ Eliminate hazards and reduce risks during the design of new products and processes.
- ❖ Identifying hazards and conducting formal risk assessments when appropriate in order to minimise the risk for all activities undertaken by TALIS-UK Ltd.
- ❖ Identify, assess and control risks to occupational health and safety that may arise in connection with the working environment.
- ❖ Ensure that inspections, monitoring and auditing of activities are carried out to ensure that agreed standards are being maintained and that management controls are effective.
- ❖ Ensure that all accidents, dangerous occurrences, near misses and occupational health conditions arising at work or in connection with our work are reported and investigated in a timely manner.
- ❖ Provide a framework for the setting and reviewing of occupational health and safety objectives and targets.
- ❖ Ensure compliance with this policy through a process of education, review and audit.
- ❖ Communicate to all persons working for or on behalf of the Company their individual occupational health and safety obligations.
- ❖ Review the policy periodically to ensure that it remains relevant and appropriate to the organisation.

Our policies are communicated to all employees and contractors. We seek to ensure they are understood, implemented and made available to our supply chain and other interested parties (upon request).



James Fry
Managing Director
6th January 2020