

## Environmental Policy statement

### Policy and Objective

Pailton Engineering Ltd. will, through the implementation of its environmental management system, policy and procedures, comply with relevant environmental legislation, regulations and other requirements, and they will prevent pollution and continuously endeavour to reduce and minimise its impact on the environment.

The company will conduct regular reviews to determine environmental objectives and targets to continuously reduce the company's environmental impact.

The company aims to achieve this by:

- Reducing, re-using or recycling waste where practical.
- Managing effectively the handling, storage and disposal of oils, fuel and chemicals in accordance with current legislation and codes of practice.
- Identification of how to reduce our energy usage within the company.
- Identifying ways in which to optimise our use of raw materials.
- Identify ways conserve use of natural resources,
- Monitor air quality both internal and external to the company premises

The environmental management system, policy and procedures will be documented, implemented, and maintained in accordance with ISO14001. They shall be made available to all interested parties.

The company considers the protection of the environment and thereby the implementation of this policy to be the responsibility of all its employees. Training requirements shall be regularly reviewed and suitable training shall be given as required to ensure all employees are able to actively participate in improvements and fulfil their responsibilities. Customers and suppliers shall be informed of our policy and encouraged to participate where practicable.

Signed:   
David Jennings CEO

Date: 20<sup>th</sup> February 2023

## Health & Safety Policy Statement

Pailton Engineering Ltd recognises that complying with the Health & Safety at Work Act 1974 (and regulations made under it) is a legal requirement and not a matter of choice.

It is the policy and objective of the company to exceed the minimum requirement of legislation and other requirements by producing a system compliant to ISO45001:2018 by providing sufficient resource to meet this commitment. We will also ensure that systems are in place for the prevention of injury and ill health; eliminate hazards and reduce risk; these systems will also allow us to maintain, monitor and, where necessary, continuously improve Health & Safety performance. Included in these systems will be means to allow communication, consultation and participation on Occupational Health and Safety matters between all levels of the business, by way of regular management and Health & Safety meetings.

The Company expects employees, at all levels, to exceed their minimum legal duties, which are given later in our organisational responsibilities. This includes co-operating with the Company on Health & Safety matters, taking care of their own safety and that of others, whether from within the Company or from outside, who may be affected by their actions. Any information, instruction, training or supervision necessary to meet these commitments will be provided to those who require it in order to perform their job safely.

The duties of the employer are to:-

- Make the workplace safe and without risks to health.
- Ensure plant and machinery are safe and that safe systems of work are set and followed.
- Ensure articles and substances are moved, stored and used safely.
- Provide adequate welfare facilities.
- Provide information, instruction, training and supervision necessary for Health & Safety.

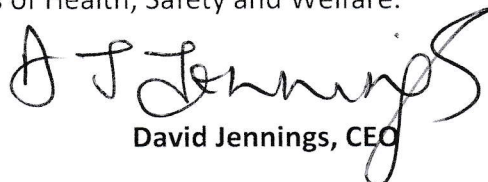
The duties of the employee are to:-

- Take reasonable care for their own Health & safety also others who may be affected by their acts or omissions at work.
- Co-operate with the Company so far as is necessary to enable the employer's statutory duties to be complied with.
- Not to interfere with, misuse or wilfully damage anything provided in the interests of Health, Safety and Welfare.

To ensure that this policy is effective the Company will:-

- Review it annually, or on significant changes in the business.
- Make any such changes known to employees.
- Maintain procedures for communication and consultation between all levels of staff on matters of Health, Safety and Welfare.

Signed:

A handwritten signature in black ink, appearing to read "A J Jennings". Below the signature, the text "David Jennings, CEO" is printed in a bold, black, sans-serif font.

**David Jennings, CEO**

Date: 20<sup>th</sup> February 2023