

## Health, Safety & Environmental (HS&E) Policy

### Purpose

We are committed to the prevention of injury and ill health to anyone potentially affected by our undertaking and to the protection of the environment, preventing pollution and continuous improvement. This statement confirms our intent to devote sufficient effort and resource to achieve this goal and highlights specific actions that we commit to carrying out.

### Policy

We will nurture a positive culture in which effective control of HS&E is achieved through co-operative effort and mutual support at all levels within Cefas. This includes ensuring that HS&E considerations are treated on an equal basis to our other critical business measures as an integral part of operational and strategic decision-making. Our approach is enabled by our commitment to a system of HS&E management based on a common understanding of risks and how to control them.

### Application and implementation

This policy applies to anyone employed by, or on behalf of, Cefas (including contractors working on or visitors to our sites or facilities) and relates to all Cefas' activities, products and services. Cefas will, among other things:

1. encourage managers at all levels, to champion the importance of HS&E whilst maintaining a common-sense approach, proportionate to our risks;
2. build staff and others' awareness and competence in HS&E matters by documenting, implementing and maintaining suitable systems, information and training;
3. promote staff engagement by communication and consultation with employees and trade union colleagues and appropriate senior management representation on HS&E committees;
4. create and maintain healthy and safe workplaces;
5. identify HS&E hazards arising from working environments and work activities, and make sure the risks are appropriately assessed, managed and documented;
6. investigate all work-related incidents to ensure that lessons are learned and communicated to prevent future incidents occurring;
7. minimise HS&E risks when using, handling, storing and transporting materials including hazardous articles and substances;
8. provide staff with the knowledge, experience and techniques necessary to manage work related risk and eliminate/reduce the likelihood of injury or ill health and pollution of the environment in the event of an incident;

9. improve the efficiency of energy, water and other resource use, and aim to reduce the amount we use in our operations'
10. minimising the environmental impacts of changes in accommodation infrastructure and business travel;
11. reduce waste generated from our operations, re-using and recycling wherever possible;
12. procure goods and services that support our HS&E objectives;
13. preserve and enhance biodiversity whenever possible;
14. maintain a publicly available policy;

## **Monitoring**

To ensure continual improvement in HS&E performance, Cefas will set targets and objectives to measure and manage our HS&E impacts. We will review the achievement of these at regular intervals in accordance with our ongoing maintenance of OHSAS 18001 and ISO 14001 certifications.

## **Legislation (or Regulation)**

Cefas will comply with applicable HS&E legal requirements and all other compliance obligations.

I give my full backing to this policy and will support all those who endeavour to carry it out.



Tom Karsten  
Chief Executive