

Title Health and safety policy	Document Number MP-003	Version 01
Effective From 1 DECEMBER 2023		

Health & Safety Policy

Scope: Recipharm Group

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1 Purpose

We recognise that our business has the potential to impact on people’s health and safety. Our policy is simple; people are our most valuable resource. No person who works for, with or visits Recipharm, should be physically or mentally harmed by their undertakings whilst at our workplaces.

We achieve this through making Health and Safety our first priority at all our Recipharm facilities and places of work.

2 Policy

People are our most important consideration. Our commitments include:

- Making sure our employees understand that physical Health & Safety is the responsibility of everybody. This also extends to any temporary workers, contracted or visiting people.
- Drive our culture ‘Safety starts with me’ to prevent lost time accidents – long term goal of Zero.
- Building focus on mental health as part of our programme to prevent work-related ill-health.
- Always leading by example, positively reinforcing safe behaviours, and addressing unsafe acts and behaviours quickly and consistently.
- Identifying and addressing ‘good catches’ and ‘near misses’ across Recipharm.
- Ensuring that competent people are appointed at our Operational sites to advise on matters concerning Health & Safety at a local level.
- Providing the necessary information, instruction, training, and supervision.
- Ensuring that our facilities, machinery & equipment are safely maintained.
- Eliminating hazards where possible and reducing to as low as possible those that cannot be eliminated.
- Engaging with our people in H&S matters that impact them.
- Rigorously investigating incidents and accidents, to assure that causes are identified, corrective action is taken, and lessons are learned to prevent occurrence across our group.
- Continually improving our processes and practices within Health & Safety, with risk reduction being at the centre of our efforts. This will be in the form of setting and implementing goals and targets that drive focus on improvement and risk reduction.

In parallel we will assure that all applicable legal obligations and statutory requirements are considered, understood, and translated into our safe ways of working, applying a risk-based approach that ensures hazards that have the potential to seriously harm people or cause damage to our business are identified, assessed, and controlled to prevent any harm.

We commit to providing the resources (material or financial) necessary to enable all the above to happen.

This policy provides us with the foundation to set our goals and objectives aimed at achieving our vision of zero harm.

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3 Document History

Version	Description
01	New Policy