

Xaar Health & Safety Policy Statement

Xaar design and manufacture printhead components, we are a market focussed, technology leader driving the expansion of inkjet printing into targeted industry sectors. We recognise that Health and Safety is a fundamental importance to a successful and responsible business strategy, both for the company and its customers.

It is our intention to conduct business in a manner that protects the public, the environment and employee safety. Our Health & Safety Policy provides a framework for setting and reviewing of Occupational Health & Safety Objectives. This demonstrates our commitment to the prevention of injury and ill health and also the continuous improvement in Occupational Health & Safety Performance.

We recognise that the combination of a safe place of work and safe working practices, together with a productive and innovative environment, are critical to the continued success of the company.

The management of Xaar are committed to achieving full compliance with health and safety legislation.

Although certain responsibilities under this policy go with role's within the organisation and in particular with different levels of management, each and every Xaar employee shares the core basic duty to understand their responsibilities to observe instructions put in place and, where necessary, to draw these to the attention of others.

All our employees are expected to consider the safety implications of everything they do in the course of their work, to openly discuss concerns and seek advice where necessary in order to ensure practical precautions are adopted.

To achieve its Health & Safety policy, Xaar will ensure that:

- The organisation is led by example.
- Systems are in place to engage, train, develop and maintain competent and informed personnel.
- Resources are allocated to enable safety standards to be maintained.
- We encourage everyone to treat Health and Safety as part of their normal responsibilities and to observe safe practice in the workplace at all times.
- Active employee involvement and open communication / consultation is encouraged.
- Plant, equipment and facilities are safe and without risk to the health and welfare of all persons who could be affected by their use or maintenance.
- Substances required and used in the workplace are stored and handled safely.
- A comprehensive risk assessment programme is maintained covering all activities and processes, with control measures implemented to minimise where applicable.
- Adequate welfare facilities are provided and maintained.
- Where accidents, incidents or "near misses" occur, they are reported, investigated and treated as a source of learning for on-going working practices. Any corrective actions from the investigation are tracked to completion.
- We are constantly improving health and safety standards and performance. It will to this end endeavour to ensure that all relevant statutes, Regulations and Codes of Practice are complied with. The minimum standards that will be adopted by the company are those required by law.
- Ensure best practice is shared across the group.
- All employees receive a copy of the Policy during their induction, and acknowledge in writing that they have done so. Updates are circulated to all employees upon re issue.

We are committed to high standards of Health and Safety care in our activities and actively promote its importance and benefits to all employees and other stakeholders:

- It is part of our company induction process.
- It is an agenda item on regular management review meetings.
- Minutes from the H&S committee meetings are distributed on notice boards internally.

This document is freely available to customers and stakeholders, this policy is communicated to everyone working for and on behalf of Xaar and is available to the general public.



John Mills
Chief Executive Officer

January 2020