

## Xaar Health and Safety Policy Statement

Xaar is a world leader in the development of inkjet technology and manufacturer of piezoelectric drop-on-demand industrial inkjet printheads and equipment. Our technology is used all over the world in a wide range of print applications including wide-format graphics, labels, packaging, ceramic tile decoration and outer case coding, as well as printing with specialist fluids for advanced manufacturing applications.

We design and manufacture our printheads in the UK, exporting over 85% of our production to customers around the world. We also develop and sell inks and ink systems, electronics and offer a fluid optimisation service to accelerate inkjet system development and adoption and offer an advanced analysis service utilising our capabilities to benefit inkjet customers and beyond. We also manufacture industrial inkjet equipment in both the UK and US offering customers the option of a fully integrated solution. We have applied our digital scanning expertise to the challenge of whole slide imaging for pathology developing and releasing a market leading, digital imaging product in the fields of cell biology and digital pathology.

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 and Safety Policy Statement provides a framework for Occupational Health and Safety Objectives. This demonstrates our commitment to the prevention of injury, ill health and the continuous improvement in Occupational Health and 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 as a minimum.

Although certain responsibilities under this policy can be assigned to individuals within our company, particularly for 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 and Safety policy, Xaar will ensure that:

- The company 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 risk where applicable.
- 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.
- Ensuring that all employees receive a copy of the Policy during their induction, and acknowledge in writing. Updates are circulated to all employees upon re issue.
- Health and Safety includes welfare and alongside many First Aiders, we have Mental Health First Aiders trained and available to listen and help as needed.

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 Health and Safety 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  
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