

Health and Safety Policy

Kalista Ltd is committed to providing a work environment that is safe and healthy for all employees and those involved or affected by our activities. Operations shall be carried out to ensure, so far as is reasonably practicable, that the health and safety of any person will not be adversely affected.

The Board is committed to the provision of strong and active leadership in the promotion and achievement of safe and healthy conditions and will:

- Allocate responsibilities for health and safety at a senior management level.
- Ensure through a robust review process that the organisation is compliant with all relevant legislation, regulations, codes of practice, guidelines and standards.
- Support the provision of adequate resources, information and training at all levels of the organisation to ensure that all employees can contribute to the health and safety objectives developed to achieve continuous improvement throughout the business.

Health and Safety at Kalista Ltd is a shared responsibility of senior management, operations management and all employees. In fulfilling the health and safety objectives of the company management will:

- Devise and administer a comprehensive occupational health and safety programme.
- Demonstrate leadership to assist in the continual improvement of health and safety performance.
- Hold regular meetings at which health and safety performance is reviewed.
- Take effective action to provide and maintain safe and healthy working conditions.
- Ensure investigations into accidents and incidents are accurate and factual.
- Support injury management initiatives including a safe and early return to work.
- Consult with employees and their representatives to ensure reasonable opportunities exist for involvement in the development and implementation of health and safety systems.
- Coordinate regular reviews of the Business Management System to ensure its effectiveness and compliance with changes in legislation, regulations guidelines or the nature of the organizations operation and structure.

All employees are responsible for their own safety and facilitating the safety of their co-workers, this is achieved by:

- Actively contributing to hazard identification and management.
- Participating in health and safety training.
- Adopting safe work practices and encouraging others to do the same.
- Reporting injuries promptly and accurately.
- Participating in return to work programme if applicable.

Graeme Bull

Managing Director
February 2014

Review date: February 2016