

MOSSPARK GROUP

Health and Safety Policy

Health and safety are an integral part of every function within Mosspark Group. We place great importance on the scrutiny and surveillance of our work environment and work practices that affect the health and safety of our workforce.

We recognise our statutory obligations and fully accept responsibilities for health and safety, of all our employees, contractors, and visitors, acknowledging that legal requirements define the minimum level of achievement.

It is expected that all employees will comply with the duties and responsibilities defined in our policy arrangements such that all activities are undertaken with full regard for health and safety.

The underlying principle of the Health and Safety Policy is that those who create risks must take ownership and accept responsibility for managing them. It is accepted that risk control is an integral part of good management practice and its implementation requires good communication and active involvement of employees to be effective.

The successful management of health and safety is therefore seen as important as any other management activity. Managers and supervisors are obliged to provide leadership, and to promote responsible leadership attitudes towards health and safety. We therefore expect our managers and supervisors to lead responsibly on health and safety themselves, by acting as Safety Leaders, and by showing a commitment to safety in their decisions and behaviours.

We want all individuals to feel that they are accountable and take personal responsibility for their own and their colleagues' health and safety. To this end, we encourage staff to raise safety concerns without fear of retaliation, intimidation, harassment, or discrimination, and to take an active role in owning and resolving health and safety issues.

At Mosspark, we also provide information, instruction, supervision, and invest in training where it is most needed, so that employees and others can continue to discharge their tasks and duties in a competent and safe manner, thereby helping prevent injuries.

The Mosspark Group, and its subsidiaries, includes, Dundas Chemical Company (Mosspark) Ltd, Caledonian Proteins, Caledonian Pet Foods Ltd, Oakbank Waste Management Ltd, Oakbank Plant Hire Ltd, and North East Fallen Stock. It is expected that all subsidiaries will support and implement this policy.

This policy will be monitored to ensure it is effective and will be regularly reviewed and revised, as necessary.



John Bogie, Chairman

15 October 2020