



# HEALTH, SAFETY & WELFARE POLICY STATEMENT

Howard Smith Paper Group is committed to ensuring a safe working environment in all areas of its business. In accordance with all relevant legislation, the company Policy defines provisions for the health, safety and welfare of all employees, visitors, contractors, suppliers and others who may be affected by the company's activities. To achieve this, the company shall observe all relevant statutes, regulations and codes of practice and seek to implement and maintain best practice for health and safety in all aspects of its business.

The implementation of this Policy is dependant on the participation and ownership of all the operating companies within the Howard Smith Paper Group. Senior Management will support and provide adequate resources to ensure all locations are able to uphold the principle requirements of the Health, Safety & Environment Management system, which are as follows:

- apply the principles of hazard identification, risk assessment and risk control measures;
- implement and review health and safety objectives and targets to promote continuous improvement of its health and safety performance;
- provide information, instruction, suitable & sufficient training and supervision for employees, visitors and contractors;
- provide safe equipment suitable for use in the working environment;
- implement regular inspections and maintenance to allow ongoing integrity of plant and equipment;
- provide safe systems of work for the handling, storage, conversion and movement of articles and substances within the workplace and throughout all Howard Smith Paper Group operations;

- ensure and maintain a safe place of work with the provision and maintenance of safe access/exits;
- provide and maintain adequate welfare facilities.

The Health & Safety Policy requires the active involvement and support of all personnel to ensure the development of a positive culture that promotes commitment to health and safety best practice and continuous improvement.

A regular review, and where necessary, a revision of this Policy will take place in order to ensure that any changes to health and safety legislation, technology or new business practices can be implemented accordingly.

Malcolm Lane-Ley  
Managing Director Howard Smith Paper Group