

## **Benchmark Holdings Plc**

### **Health, Safety and Environment Policy**

**All strategy and operation at Benchmark Holdings plc is guided by the principle of the 3E's: Environment, Ethics and Economics. Every decision we make must uphold the ethical treatment of people and animals, minimise the impact on the environment and be economically viable.**

**We Integrate Health, Safety and Environmental Protection into our business strategies to add value to our company, to manage risk and to enhance the reputation of Benchmark Holdings Plc.**

Benchmark Holdings Plc is committed to ensuring the health, safety and wellbeing of its employees and to the protection of the Environment. We also accept our responsibility for other persons who may be affected by our activities.

We take health and safety into account in all business decisions and activities and consider it to be of equal importance to other business objectives. Benchmark Holdings Plc recognises that good health and safety management contributes to business performance and we establish proper structures and allocate resources to meet these needs in order to live up to this policy.

All employees will comply with this policy. Its effective implementation requires total commitment at all levels. Each individual has a legal obligation to take reasonable care for his or her own safety, and for the safety of other people who may be affected by his or her acts or omissions. If any employee is aware that health and safety policies, procedures or standards are not being complied with, it is their duty to take action. Benchmark Holdings plc will always support employees raising genuine concerns regarding health and safety.

Implementation of this policy will contribute to business performance by reducing injuries and ill health, protecting the environment and reducing unnecessary losses or liabilities. Each employee is given such information, instruction and training as is necessary to enable the safe performance of work activities and compliance with this policy.

The Senior Management team have primary responsibility for Health and Safety in the workplace and the protection of the Environment. They provide positive leadership in management of these activities using best methods and knowledge.

Competent people including, where appropriate, specialists from outside the organisation provide information, guidance and support in development of best practice in areas of Health, Safety and Environment.

Healthy and Safe working conditions and protection of the environment will be maintained by assessing risks, controlling workplace and environmental hazards, establishing risk control measures which are suitable and sufficient. It is the duty of management to ensure that all processes and systems are designed to take account of health and safety and are properly supervised at all times.

We inform our customers and consumers about the characteristics of our products and give advice on their proper use and safe disposal.



**Trond Williksen**

**CEO – Benchmark Holdings Plc**

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