

Biocatalysts Limited Environmental, Health & Safety Policy

I and my management team are fully committed to ensure that the highest standard of health, safety and welfare for our employees and visitors is monitored and maintained, and that the impact to the environment is kept to a minimum. Our health, safety and environmental management controls detailed in the Environmental Health and Safety Management Manual, and our activities are structured to allow continual improvement to the management systems and all the processes necessary for the development and manufacture of enzymes.

We will comply with all statutory requirements and any other standard to which we subscribe that are related to our workplace hazards and environmental aspects. We will achieve this by way of regular reviews of our legal compliance and workplace inspections. During the annual strategic review, the setting of H&S and Environmental objectives and targets will ensure continual improvement to our procedures, processes and systems to better our health, safety and environmental performance, at the same time enhancing our working environment and improving our pollution prevention practices.

Our goal is to mitigate risk and maintain an environment where employees, clients, contractors, visitors and members of the public are not exposed to the hazards, and that the environment is not subject to contamination or pollution from our activities.

We will assign the necessary human, technical and financial resources to aid development of our management systems, the regular review and evaluation of their procedures, as well as continual improvement to eliminate hazards and reduce risks. Waste production will be kept to a minimum, recycling and reuse will be actively encouraged and we will endeavour to reduce energy use throughout all our activities.

My management team and I are responsible for the implementation of this policy by ensuring:

- The provision of a robust management structure to prevent accidents, work related ill health and environmental incidents.
- Information, instruction, training and supervision to allow all persons to conduct their work in a safe and risk free manner.
- The provision of maintained safe plant and equipments to reduce risk to both persons and the environment.
- Communication to all employees and interested parties of health, safety and environmental matters applicable to our activities.
- Emergency procedures are in place for accidents, safe evacuation and environmental incidents.

Our employees participate fully in order to ensure the health, safety and welfare of themselves and other company members and that they fulfil their obligation to work in an environmentally friendly manner by:

- Complying with statutory requirements, company policies and procedures.
- Doing all they can to eliminate hazards and prevent injury, illness and environmental damage.
- Reporting all incidents that caused, or could have led to injury or damage.
- Assisting in the investigation of health, safety and environmental incidents to identify cause and prevent any recurrence.

Overall responsibility for the health, safety and welfare of employees and prevention of pollution to the local environment rests with me however; I have delegated responsibility for the implementation of this policy to my management team. These responsibilities are delivered through a series of procedures detailed in all the supporting documents to this Policy.

This Policy will be regularly reviewed to ensure its continuing effectiveness.