

# Health, Safety and Well Being Policy

IQE senior management are committed to ensuring a high level of health and safety performance in all of its activities. Health and safety within IQE refers to the duty to ensure both the occupational health and safety of personnel and the robust management of process safety. IQE recognizes effective health and safety management contributes to the overall success of the business. IQE's approach to health and safety will be based on the identification, control, and, where possible, elimination of risk to persons and the environment. This policy and associated documentation provide a framework to ensure health and safety objectives are established at relevant functions. The framework shall maintain the management system and achieve continual improvement in health and safety performance, striving to be incident & injury free. Health and safety objectives will be set by senior management, in consultation with workers.

## **IQE is committed to:**

- Provide a safe and healthy working environment.
- Identify and eliminate hazards and reduce health and safety risks.
- Identify, communicate and ensure that critical health and safety barriers, which are designed to prevent health, safety, and process safety events from being realised, are maintained, operational and effective.
- Proactively engage in activities to support and improve employee well-being.
- Ensure health and safety considerations are integrated into the business planning and decision-making processes.
- Fulfil applicable legal and external requirements, identifying and implementing best practice wherever practicable.
- Provide all employees, contractors and visitors with relevant information, operational controls and applicable training on safety requirements to enable them to conduct their activities safely.
- Provide a positive safety culture which encourages respectful challenge and where every employee, contractor and visitor is empowered to report any health, safety or well being related issue.
- Consult and promote participation of workers and their representatives on health and safety matters.
- Continual improvement of the health and safety management system.



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