Volex Health and Safety Policy

Introduction

At Volex we are committed to protecting the health, safety and welfare of our workforce and of those affected by our business. We understand and acknowledge the obligations placed on us as a UK listed company under the UK's Health and Safety At Work Act 1974 and other relevant UK and international health and safety legislation.

Scope

This policy is applicable to all of our global operations including all of our subsidiaries in which we have a majority ownership (collectively referred to as the 'Company' or 'Group'). This policy covers all our employees; officers; consultants; contractors; casual workers; agency workers; apprentices, interns; volunteers; students; suppliers; visitors, customers and any third parties who provide services for or on behalf of the Group at any of our facilities (collectively 'employees').

Responsibility

Compliance with this policy will be overseen by the Board of Directors and will be monitored through our Safety, Environmental and Sustainability Committee.

Metrics

Our framework for monitoring safety performance includes the numbers of near miss incidents, lost time accidents and all injury accidents. Information on accident frequency rates and supporting analysis is reported to our Board's Safety, Environmental and Sustainability Committee periodically. Statistical data is published through our annual ESG disclosures.

Review of the Policy

This policy will be reviewed at least annually and will be updated as necessary to reflect any significant health and safety developments.

Our Policy Principles

- We will continuously strive to maintain and develop our processes and systems in accordance with our values. We will set objectives and require all of our manufacturing sites to establish health and safety improvement plans and we will regularly review our progress.

- We adopt a risk-based approach to ensuring s safe workplace. This includes regular health and safety risk assessments across all of our sites.

- We believe that nothing is so important that it cannot be done safely and that a safe workplace is the cornerstone of a sustainable, profitable business. Our aim is to provide a culture where health and safety are both integral parts of our business activities and where we always strive to ensure people are not harmed.

- We are committed to comply with all local legal requirements in whatever jurisdiction we operate. Where we set Group standards that exceed local legal requirements then we shall comply with the higher standard.

- The ultimate responsibility for oversight of health and safety within the organisation rests with the Board of Directors and our Senior Leadership Team. This responsibility is cascaded through the organisation via our management teams.

- However, it is vitally important that everyone in our business understands that they each have a part to play in ensuring their own health and safety and the health and safety of those around them.

- We expect our employees to be totally focused on ensuring health and safety and to actively engage and participate with safety improvement initiatives.

- We will consult with our employees on matters affecting their health and safety and we will provide information, instruction and supervision for all of our employees to ensure they are competent to do their tasks safely.

- We will provide appropriate health and safety training and guidance where necessary to help ensure that our employees are aware of their relevant health and safety obligations.

- We require everyone to identify, report and correct unsafe situations immediately and to always engage with their line managers in order for permanent corrective actions to be taken.

- We expect that any concerns raised by colleagues will be listened to by management and dealt with appropriately.

- We will actively engage with our employees on safety – we will listen to their issues and ideas.

Our Management Framework

In line with our commitment to health and safety as set out in this policy we:

1. have established an effective management system to help ensure the health, safety and well-being of those involved and affected by our operations;

2. have established global health and safety minimum standards which are communicated to and applicable in all of our sites;

3. have delegated health and safety responsibilities to our site management teams. It is ultimately the responsibility of each site's General Manager or equivalent leadership position to ensure their sites comply with applicable health, safety and environmental laws;

4. have a global safety audit system which focuses on risk reduction and injury prevention called Plant Safety Reviews which are periodically conducted by members of our Senior Leadership Team;

5. monitor all near miss incidents, injury accidents, lost time accidents and any other serious incidents and we have an established incident reporting policy;

6. seek to ensure that appropriate evacuation plans and escape routes are in place including relevant fire safety precautions;

7. involve our employees in improving health and safety and encourage participation in safety committees and other workplace forums;

8. make sure suitable arrangements are in place for those employees who are working remotely;

9. recognise and celebrate safety excellence at site level through the annual Volex Site Excellence Awards and have a dedicated category for Safety;

10. encourage all sites to achieve accreditation to both safety and environmental management standards (ISO14001 and ISO45001);

11. our Board's Safety, Environment and Sustainability Committee has the responsibility for overseeing the effectiveness of our Group's management system for safety, health and environmental matters.