

**HEALTH, SAFETY AND WELFARE
POLICY STATEMENT**

HORIBA UK Ltd is committed to safeguarding the health, safety and welfare of its employees, of others who carry out work on its behalf and of all those who may be affected by its work. HORIBA UK Ltd also recognises the vital importance of discharging all relevant statutory obligations.

Across HORIBA UK Ltd, the minimum acceptable health & safety standards are those required by the relevant national and international legislation. Through a process of self-improvement, we will not only meet all such standards but, where possible, strive to exceed them.

Ultimate responsibility for all matters relating to health & safety rests with the President and the Board of Directors of HORIBA UK Ltd.

Employees at all levels are responsible for the health & safety issues at work of those under their control and for others who might be affected. All those at work also have responsibilities for health & safety issues and must take reasonable care of themselves & their colleagues.

The company recognises the wider contribution that all employees can make towards the provision and maintenance of healthy and safe workplaces. HORIBA UK Ltd therefore promotes a team-based effort and every individual at work is encouraged to take an active part in formal and informal consultation arrangements.

The company Health, Safety & Welfare Policy is based on the HSE document HSG 65 "Successful Health & Safety Management" and will reflect the nature of work carried out by the company. In particular, it will describe the management structure and the role of the various parts of the organisation in achieving the following objectives:

- To provide and maintain a safe working environment, including safe access and egress.
- To provide and maintain equipment and systems of work which are healthy and safe.
- To secure and develop a competent workforce by providing information, instruction, training & supervision.
- To ensure safety and protect health in connection to the use, handling, storage and transportation of articles and substances.

Planning for health & safety issues is required as an integral part of the total business process. Such Planning will follow a systematic approach to hazard identification, risk assessment and control. HORIBA UK Ltd aims to create uniformity of approach and consistency of health & safety standards throughout the company. To support this aim, the company will maintain health & safety training.

The company Health & Safety Policy will be reviewed formally at least once a year and will be updated as may be necessary.

Takeshi Fukushima
HUK President



Stuart Knight
Semiconductor & P&E



Dave Drewry
Operations Director



Cleve Wright
Medical Segment Director



Richard Carter
Automotive Segment Director



Chris Kemp
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